



# **Journal of the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i**

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'Iolani School | Honolulu, Hawai'i

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

### **Organization of the Episcopal Church**

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

### **Diocese of Hawai‘i Directory**

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

## Standing Committee

Name	Year	Name	Year
The Rev. Cn. David Kennedy	2019	Ms. Phyllis Chang	2019
The Rev. Paul Lillie	2020	<i>Vacant lay seat</i>	2020
The Rev. Cn. Kate Cullinane	2017	Mr. John Decker	2017
The Rev. Kerith Harding, <b>President</b>	2018	Mr. Gerald Madison, <b>Secretary</b>	2018

## Diocesan Council

The Rt. Rev. Robert L. Fitzpatrick, President

Mr. Peter C. Pereira, Treasurer

Name	Year	Name	Year
The Rev. Amy Crowe	2018	Mr. K. Peter Lee	2019
Ms. Patricia Hillemonds	2018	The Rev. Andrew McMullen	2019
Ms. Wilman Namumnart	2017	Ms. Dixie Kaetsu	2017
Mr. Keane Akao, <b>Asst. Treasurer</b>	2018	Mr. Kurt Eschbach, <b>Secretary</b>	2017
Ms. Louise Aloy, <b>Asst. Secretary</b>	2019	The Rev. Dcn. Steve Costa, <b>Vice President</b>	2017
The Rev. Bruce DeGooyer	2019	The Rev. Richard Tardiff	2018

## Commission on Ministry

Name	Year	Name	Year
<i>Vacant, clergy seat</i>	2019	The Rev. Randy Albano	2017
Ms. Pam Fern	2019	Ms. Debora Tandal	2017
The Rev. Linda Decker, <b>Chair</b>	2020	The Rev. Kaleo Patterson	2018
Ms. Arleen Young	2020	<i>Vacant, lay seat</i>	2018

## Commission on Finance and Administration

Name	Name
The Rev. Dcn. Steve Costa	Ms. Wilman Namumnart
Ms. Kathy Sato	Ms. Dixie Kaetsu
The Rev. Ryan Newman, <b>Chair</b>	Mr. Albert Wong
Mr. James Putnam	

## **Section II: Journal of Proceedings**

Convened in  
Seto Hall, 'Iolani School  
Honolulu, Hawai'i  
Saturday, October 21, 2017

### **Convening of the 49<sup>th</sup> Annual Meeting of the Convention**

Bishop Fitzpatrick convened the 49<sup>th</sup> Annual Meeting of the Convention at 8:47 AM.

### **Opening Prayer**

Bishop Fitzpatrick offered the opening prayer.

### **Introduction of Guests and Honored Attendees**

The following introductions were made by the Secretary:

Guests:

- Dr. Kim Payton, Consultant to the Episcopal Diocese of Hawai'i

Canonically Resident Clergy New to the Diocese Since the Last Annual Meeting:

- The Rev. Richard Cromwell
- The Rev. Katlin McCallister

Clergy New to the Diocese:

- The Rev. Jon Conroe (in absentia)
- The Rev. David Glaser (in absentia)
- The Rev. Luis Rodriguez
- The Rev. Jayakaprash Sabbithi (in absentia)
- The Rev. Heather Hill

Ordained to the Priesthood Since the Last Annual Meeting:

- The Rev. Annalise Pasalo

Staff Members New to the Office of the Bishop

- Mr. Sonny Liu
- Ms. Rae Costa
- Mr. Danny Casey

Those on Stage:

- The Rt. Rev. Robert Fitzpatrick, V Bishop of Hawai'i
- Mr. Wayne Yoshigai, Chancellor

- Ms. Mary Carpenter, Dispatch of Business Chair
- The Rev. Moki Hino, Secretary

### **Quorum Report of the Credentials Committee**

Keane Akao, Credentials Committee Chair reporting.

**Clergy Quorum:** The total number of clergy who were both canonically resident and domiciled or clergy of a denomination in full communion with TEC and installed as Rector, Vicar, Priest-in-Charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i, as per Diocesan Canon 1.1, was: 71. One-third of this number was required to constitute a quorum. The minimum number of clergy required to be present and registered to constitute a quorum was: 24. There were 47 clergy who were both canonically resident and domiciled or clergy of a denomination in full communion with TEC and installed as Rector, Vicar, Priest-in-Charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i, as per Diocesan Canon 1.1, present and registered for this meeting. A clergy quorum was declared present.

**Lay Quorum:** The following lay quorum was with regard to the 32 parishes and missions that had paid their 2016 assessments in full. The total number of possible lay Delegates permitted under Article III, Section 2 was: 132. To constitute a quorum, a majority of this number was required to be present and registered. That number must be greater than: 66. There were 126 Delegates present and registered for this meeting. A lay quorum was declared present.

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

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

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

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

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

The total number of possible lay Delegates permitted under Article III, Section 2 was: 139. To constitute a quorum, a majority of this number was required to be 50% present and registered and that number must be greater than: 70. There were 133 Delegates present and registered for this meeting. A lay quorum was present.

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

Other Clergy:

- The Rev. Luis Rodriguez
- The Rev. Heather Hill

Lay Members of Diocesan Council Who Are Not Delegates

- Mr. Keane Akao
- Ms. Dixie Kaetsu
- Ms. Wilma Namumnart

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

- Ms. Kalani Holokai

Others:

- Ms. Kelly Schaefer, Camp Mokulē‘ia & Episcopal Service Corps
- Ms. Sybil Nishioka, Episcopal Youth Event participants
- Ms. Ruth Fletcher, St. Andrew’s Schools
- Dr. Kim Payton, Consultant to the Episcopal Diocese of Hawai‘i

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

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

Mary Carpenter, Chairman of Dispatch of Business announced Appointments to Committees of the Convention (by Title). The full list on page 8 in the 2017 Booklet.

### **Report from the Chair of Dispatch of Business**

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

- Camp Mokulē‘ia
- Episcopal Service Corps
- Episcopal Youth Event 2017
- St. Andrew’s Schools
- Special Video: Tribute to Bishop Chang

**The motion passed.**

### **Report on Resolutions**

Ms. Carpenter made a report on the following resolutions:



Resolution #1: 2018 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

**Report on Nominations**

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

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term. There was one nomination received: Moki Hino. There were no additional nominations from the floor and nominations were closed.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term. There were three nominations received: John Decker, Dixie Kaetsu, and Michael Smith. There were no additional nominations from the floor and nominations were closed.

Ballot C-1: Diocesan Council—Lay Honolulu County for a Three-Year Term. There was one nomination received: Wilma Namumnart. Ernesto Pasalo nominated Laurie Luczak from the floor and the nominations were then closed.

Ballot D-1: Diocesan Council—Lay Hawai‘i County for a Three-Year Term. There was one nomination received: Daniel Garrett. There were no additional nominations from the floor and nominations were closed.

Ballot E-1: Standing Committee – Clergy At-Large for a Four-Year term. There were three nominations received: Kathleen Cullinane, David Gierlach, and Irene Tanabe. There were no additional nominations from the floor and nominations were closed.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term. There was one nomination received: Chuck Spence. There were no additional nominations from the floor and nominations were closed.

Ballot G-1: Standing Committee—Lay At-Large for a Three-Year Term. There was one nomination received: Ruth Smith. There were no additional nominations from the floor and nominations were closed.

Ballot H-1: Cathedral Chapter—Clergy for a Two-Year Term. There were two nominations received: Steve Costa and Heather Patton-Graham. Steve Costa withdrew his name from nomination. There were no additional nominations from the floor and nominations were closed.

Ballot I-1: Cathedral Chapter—Lay for a Two-Year Term. There were no nominations received. Fay DeJesus nominated Phyllis Miller from the floor and the nominations were then closed.

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

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

### **The First Diocesan Ballot**

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

### **The Bishop's Address**

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

### **Response to the Bishop's Address**

Dixie Kaetsu delivered a Response to the Bishop's Address to the Delegates of the Convention.

### **Consideration of Resolutions**

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

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

### **Consideration of Resolution #1: *2018 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i***

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

### **Treasurer's Report by Title**

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

### **Presentation of the 2018-2020 Budget**

Dixie Kaetsu presented the 2018-2020 Budget to the delegates of the Convention. **Action Item:** Dixie Kaetsu, Diocesan Council member, moved adoption of the budget on behalf of the Diocesan Council. The floor was then opened for debate on the Budget. Discussion and questions ensued. **The Budget was adopted.**

### **Report on the First Ballot**

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

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term.  
170 votes cast. 9 blank ballots. 86 votes necessary for election.  
Moki Hino: 170 votes. Moki Hino elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term.  
175 votes cast. 4 blank ballots. 88 votes necessary for election.  
John Decker: 65 votes. Dixie Kaetsu: 78 votes. Michael Smith: 32 votes. No election.

Ballot C-1: Diocesan Council—Lay Honolulu County for a Three-Year Term.  
175 votes cast. 4 blank ballots. 88 votes necessary for election.  
Wilma Namumnart: 104 votes. Laurie Luczak: 71 votes. Wilma Namumnart elected.

Ballot D-1: Diocesan Council—Lay Hawai‘i County for a Three-Year Term.  
175 votes cast. 4 blank ballots. 88 votes necessary for election.  
Daniel Garrett: 174 votes. Michael Smith: 1 vote. Daniel Garrett elected.

Ballot E-1: Standing Committee – Clergy At-Large for a Four-Year term.  
175 votes cast. 4 blank ballots. 1 illegal ballot. 88 votes necessary for election.  
Kathleen Cullinane: 87 votes. David Gierlach: 70 votes. Irene Tanabe: 17 votes. No election.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term.  
174 votes cast. 5 blank ballots. 88 votes necessary for election.  
Chuck Spence: 174 votes. Chuck Spence elected.

Ballot G-1: Standing Committee—Lay At-Large for a Three-Year Term.  
174 votes cast. 5 blank ballots. 88 votes necessary for election.  
Ruth Smith: 174 votes. Ruth Smith elected.

Ballot H-1: Cathedral Chapter—Clergy for a Two-Year Term.  
168 votes cast. 11 blank ballots. 85 votes necessary for election. Heather Patton-Graham: 168 votes. Heather Patton-Graham elected.

Ballot I-1: Cathedral Chapter—Lay for a Two-Year Term.  
173 votes cast. 6 blank ballots. 87 votes necessary for election.  
Phyllis Miller: 173 votes. Phyllis Miller elected.

Ballot J-1: Secretary for a One-Year Term. 173 votes cast. 6 blank ballots. 87 votes necessary for election.  
Moki Hino: 173 votes. Moki Hino elected.

Ballot K-1. Confirmation by the Convention  
174 votes cast. 5 blank ballots. 88 necessary for election.  
Wayne Yoshigai, Chancellor: 167 votes.  
Kevin Herring, Vice Chancellor: 165 votes.  
Stuart Ching, Historiographer: 170 votes.

Irina Martikainen, Registrar: 169 votes.

Alison Dingley, Commission on Ministry – Clergy (4 years): 165 votes.

Carrie-Ann Kokubun, Commission on Ministry – Lay (4 years): 168 votes.

David Gierlach, Disciplinary Board – Clergy (3 years): 167 votes.

Madeleine Hiraga-Nuccio, Disciplinary Board – Lay (3 years): 166 votes.

Ernesto “JaR” Pasalo, Diocesan Compensation Review Commission – Clergy (3 years): 167 votes.

Pam Fern, Diocesan Compensation Review Commission – Lay (3 years): 167 votes.

All Appointments confirmed.

### **Special Order of Business: Camp Mokulē‘ia**

Bishop Fitzpatrick called on the Rev. Cn. David Kennedy, President of the Board of Directors of Camp Mokulē‘ia to address the Convention and announced the appointment of Darrell Whitaker as the Camp’s next Executive Director.

### **Special Order of Business: Episcopal Service Corps**

David Kennedy called on Kelly Schaefer, Program Director for the Episcopal Diocese of Hawai‘i’s Episcopal Service Corps Creation Care site at Camp Mokulē‘ia to address the Convention.

### **Report of the Secretary of the Convention**

Rev. Hino made the following announcements:

- The Standing Committee will hold a meeting at the stage to elect officers immediately after the conclusion of the Convention.
- The Commission on Ministry will meet briefly after we adjourn for lunch at the stage.
- We have a set of two books to give to each congregation, *Funding Future Ministry* and *Ask, Thank, Tell*. Please have one representative from each congregation come to the Hospitality Table to pick up a set.
- The necrology slippers at the entrance to Seto Hall will be donated to those in need. If you have a ministry that might distribute these slippers, please see Rae Costa *before* the Bishop Chang video and they will be distributed evenly to those causes (one request per congregation, please).
- Today’s lunch will be served in the student center/cafeteria and not on the senior benches (like it was yesterday).
- Winona (Nona) Kalakau-Hatayama, delegate and former Bishop’s Warden from Calvary Kaneohe passed away last night.

### **Recess**

The Convention went into recess for lunch at 12:20PM.

### **The Convention Reconvenes**

The Convention reconvened at 1:30PM.

### **Second Ballot**

**Action Item:** Diocesan Council Lay At-Large. Due to the withdrawals of John Decker and Michael Smith, a motion was made and seconded to elect Dixie Kaetsu by acclamation. **The motion passed.** **Action Item:** A motion was made and seconded to elect Dixie Kaetsu for Diocesan Council Lay At-Large. The motion passed. Dixie Kaetsu elected.

**Action Item:** Standing Committee Clergy At-Large. Due to the withdrawals of David Gierlach and Irene Tanabe, a motion was made and seconded to elect Kathleen Cullinane by acclamation. **The motion passed.** **Action Item:** A motion was made and seconded to elect Kathleen Cullinane for Standing Committee Clergy At-Large. **The motion passed.** Kathleen Cullinane elected.

### **Report of the Secretary of the Convention**

Rev. Hino offered to read the amendments to Articles I.1, II.7 and V. to the Convention. **Action Item:** a motion was made and seconded to thank the Secretary for reading the amendments to the Episcopal Church's Constitution and recording the amendments in the Journal of the Convention and certifying that they had been so read. **The motion passed.**

### **Passing of the Bishop's Mitre**

Bishop Fitzpatrick passed his mitre. Donations will go to the Chang Clergy Children's Fund.

### **Special Order of Business: Episcopal Youth Event**

Bishop Fitzpatrick called on Sybil Nishioka to address the Convention.

### **Reflection**

Bishop Fitzpatrick called upon the Rev. Cn. David Kennedy to give a reflection.

### **Special Order of Business: Video Tribute to Bishop Chang**

A video presentation on the life and ministry of Bishop Richard Chang (deceased) was made to the Convention.

### **Final Announcements**

Rev. Cn. Hino made the following announcements:

The Standing Committee will hold a meeting at the stage to elect officers immediately after the conclusion of the Convention.

Nicole Simopoulos made an announcement about Empty Bowls.

## **Date & Location of the 2018, 2019 & 2020 Annual Meetings**

Rev. Hino announced the following dates and locations:

October 26-27, 2018: Island of Hawai‘i

October 25-26, 2019: Island of O‘ahu (50<sup>th</sup> Anniversary of the Diocese of Hawai‘i)

October 23-24, 2020: Island of O‘ahu

## **Appointment of the Assistant Secretary**

Bishop Fitzpatrick called on the Secretary to appoint an Assistant Secretary for 2018. **Action Item:** Moki Hino, Secretary, moved the appointment of Dixie Kaetsu as Assistant Secretary for 2018. **The motion passed.**

## **Courtesy Resolutions**

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

Final Comments by the Bishop

Bishop Fitzpatrick addressed the Convention with final comments.

## **Adjournment**

The Annual Meeting adjourned with the singing of Hawai‘i Aloha at 3:15PM.

Respectfully submitted,

The Rev. Cn. Moki Hino, Secretary

### Section III: Attachments to the Journal Proceedings

<u>Attachment #</u>	<u>Title</u>
1	The Bishop's Address
2	Bishop's Report on "Strategic Plan 2017"
3	Strategic Plan 2017
4	Convention Plans Committees
5	Agenda
6	Resolutions
7	2018 Proposed Budget Narrative and Numbers
8	The Bishop's Report
9	Official Clergy List
10	Annual Report of the Treasurer
11	Incomplete Yr 2016 Audits
12	Report of the Standing Committee
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## Attachment 1: The Bishop's Address

at the Annual Meeting of the Convention of the Diocese of Hawai'i  
Seto Hall, 'Iolani School, Honolulu, Hawai'i  
Saturday, October 21, 2017  
The Right Reverend Robert L. Fitzpatrick, Bishop

### The Video Clip

Thank you.

This is the 11<sup>th</sup> time that I have stood before you to deliver my Convention address. I do so this year with a sense of renewal and personal revitalization. The short video you've just seen highlights why I am renewed. In the stories of these three churches we have heard the proclamation of the Gospel lived in our midst.

### The Three Churches

These three churches are being highlighted not because they're unique, but because they have been at the forefront of the renewal of the Episcopal Church in Hawaii. For you see, in the past decade, these three churches have had the most spectacular growth in terms of ministries and in terms of average Sunday attendance. In ten years, these three very different churches have grown by over 75%. Frankly, ten years ago, I might have pondered in my heart that these congregations would decline and be near closing – if not closed – by now. The Holy Spirit had other plans. Thank God that I was wrong.

What does a church in urban Honolulu have in common with a church upcountry on the Big Island and the church with no resident priest amidst dry lava mounds? Being with those churches, I can tell you that they are boldly faithful. They not only care for their neighbors, they expect those they serve will become part of their Church 'ohana.

On my last visit to St. Jude's, I confirmed nine -- most of whom had come into the church taking showers and sharing a meal on Saturday. They were just as warmly welcome on Sunday morning.

At St. James, worship might mean being down on the beach, at a church in Waimea or in Paauilo. It is still one 'Ohana – one family and God.

At St. Elizabeth's, the cacophony of languages sounds like Pentecost.

They share the bold face of Jesus Christ. These are people of God who are not afraid to fail, and who celebrate every little triumph.

Bold faith, engaged service, courageous hearts and much food permeate the lives of these congregations.



They are living Matthew 28:18-20: “Jesus came near and spoke to them, ‘I’ve received all authority in heaven and on earth. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to obey everything that I’ve commanded you. Look, I myself will be with you every day until the end of this present age.’”

Jesus Christ is with them.

Such congregations give me hope for the future and strengthen me, as your Bishop, for the present.

Well done my sisters and brothers.

#### Lessons from the Strategic Initiatives Group

I must also tell you that I have been empowered and strengthened by my work with the Strategic Initiatives Group (Keane Akao, Mahi Beimes, John Decker, Dixie Kaetsu, David Kennedy, Ryan Kusumoto, Ryan Newman, Jar Pasalo, and Dick Tardiff) and our consultant, Dr. Kim Payton. We have spent the last year pouring over surveys, the results of small group gatherings, and individual interviews with members of the Diocese.

They have helped me see that over the last 10 years and through two major strategic plans we did what we said we would do. We consistently reduced the assessment rate on congregations from year-to-year. In that time, the giving of the members of our congregations went up so that there was actually little impact on the diocesan budget. We did this during the worst economic crisis since the Great Depression. We reduced the size of the governance bodies and of committees and of the bishop’s staff. We downsized and yet we got the work done.

We said we would expand opportunities for outreach ministries. In the past 10 years, more Episcopalians are involved with food banks and soup kitchens, shower ministries and laundry ministries, community gardens and vans. We care for the hungry and the homeless. I am proud of the people of this Diocese.

We have lived the admonition in the Letter of James (2:14-17): “*My brothers and sisters, what good is it if people say they have faith but do nothing to show it? Claiming to have faith can’t save anyone, can it? Imagine a brother or sister who is naked and never has enough food to eat. What if one of you said, ‘Go in peace! Stay warm! Have a nice meal!’? What good is it if you don’t actually give them what their body needs? In the same way, faith is dead when it doesn’t result in faithful activity.*”

We have called out and ordained more local candidates to the priesthood and the diaconate headed any time since we became a diocese in 1969. The local formation program – Waolaihui‘ia – is up and going. We said that we would have more local clergy with family ties and deep roots in these islands and that is now a reality.

#### Concerns of the Diocese

An important piece of the work of the Strategic Initiatives Group, however, was the realization that just because we did what we said we would do in our strategic plans, there is still a deep concern. Now don't get me wrong, we have done a great deal and some congregations are thriving. But we have not addressed an underlying anxiety in many of our congregations and certainly in the minds of some of our leaders that things aren't quite what they should be. We have several congregations that have had amazing growth in members and in ministries, but others are in decline or are stagnant. There is worry that more of our sisters and brothers in the seats on Sunday are over the age of 75 than under the age of 35. There was also an expression of burnout of long time leaders. And many more congregations now have part-salaried clergy who have full-time secular jobs. In other words, some of us are worried and we know we have to learn new ways of being the church.

#### Opportunities in the Diocese

From the gatherings and surveys, the Strategic Initiatives Group also helped me see that we have new leaders emerging. Most of the clergy in charge congregations and serving as chaplains in schools have been in the Diocese less than five years. Many of our clergy are younger and bring new insights. With the passing of leaders from an earlier generation, we are beginning to see new lay leaders. We have new opportunities and new possibilities, if we have the faith and courage to try to do new things and to make room for new voices in our midst.

What we heard from the members of the Diocese was a passionate desire for spiritual renewal. I was also struck by the fact that Episcopalians in Hawai'i like one another and that the laypeople want to work together. We want to build closer relationships with one another so that we can serve others. We want to share what is going well.

We have a deep faith in Jesus Christ, but we're not always sure how to share that faith or how to make room for others in our 'ohana. Interestingly, we heard the same thing from the clergy. They too want to develop a deeper relationship with God and with one another. They too want to find new ways to welcome others into our churches.

We want to live more fully the Great Commandment (Matthew 22:37-40) when Jesus said, "*You must love the Lord your God with all your heart, with all your being, and with all your mind. This is the first and greatest commandment. And the second is like it: You must love your neighbor as you love yourself. All the Law and the Prophets depend on these two commands.*"

#### The Strategic Plan

The vision for the Diocese in the Strategic Plan is quite simple: "**The Diocese of Hawai'i is spiritually nourished and engaged.**"

This vision will allow the Diocese to work toward these objectives (objectives that we overwhelmingly heard you wanted):

- Nurture our congregations to claim a spiritual identity that is vibrant and engaged. We have to clear that we are first and foremost followers of Jesus Christ. And that as Episcopalians, our hearts, our minds and our hands are open.

- Encourage the development of relationships among the members of our congregations – both those new to the church and those who have been around a while – so that we will eagerly share a fresh and energetic faith in Jesus Christ. In other words, we have to learn to better communicate our faith – as individuals, as congregations and as a diocese.
- Foster a greater sense of ‘ohana within the Diocese, especially among lay and clergy leaders. We are “One Team” working together.
- Encourage a Diocese-wide spiritual awakening that will draw people to the joyful faith presence of Jesus Christ in our churches.
- Invest time, talent and treasure in the spiritual vitality of our Diocese, which in turn will enhance our human and financial resources for mission.
- Empower our churches to be the Body of Christ in their local communities. Service is a witness to faith.
- Create safe, pastoral environments where individuals can talk openly and share the stories of their spiritual journeys and how they have been transformed by their faith in Jesus Christ.
- Achieve greater clarity in our churches of the importance of compliance with the policies of the Diocese and The (“national”) Episcopal Church. This may sound odd, but it is about how we work together.

Overview of the Goals

These objectives will be lived by acting on three goals:

- (1) The Diocese is committed to developing and sustaining spiritual growth, vitality, curiosity, and well-being within our churches.
- (2) The Diocese seeks to strengthen our identity as one ‘ohana and the relationships within our ‘ohana among clergy, lay leaders and congregations.
- (3) The Diocese is focused on improving the capacity for communication within our congregations, across the Diocese, and into our communities as we engage in evangelism

Design teams are the means we will use to fulfill these goals. Design teams are an alternative way to implement a strategic plan. The traditional way to implement strategic plans is through the functional units of the organization. That approach is limited for organizations that have a minimal functional structure, and where it has become difficult to recruit people into the traditional committee structure. Both of these limitations apply to us as the Episcopal Diocese in Hawai‘i.

The Teams with seven to ten members will be called to develop strategies with projects/activities that can be evaluated and then to be modified or stopped. The work cannot be top down, but must engage the local congregations to mutually discern what is needed and to call out new leaders.

We are seeking to shape the very being of the Diocese.

You will see that this Strategic Plan is about the very being of the Diocese and not one list of things to do. How can we empower the leaders of the Diocese (Apostles) so that God's people can be effective Disciples? Remember, disciples are "learners" who grow into leaders, apostles. We make disciples to send them out as apostles.

We are looking to be the Body of Christ. We want to live into James 3:13-18: *"Are any of you wise and understanding? Show that your actions are good with a humble lifestyle that comes from wisdom. However, if you have bitter jealousy and selfish ambition in your heart, then stop bragging and living in ways that deny the truth. This is not the wisdom that comes down from above. Instead, it is from the earth, natural and demonic. Wherever there is jealousy and selfish ambition, there is disorder and everything that is evil. What of the wisdom from above? First, it is pure, and then peaceful, gentle, obedient, filled with mercy and good actions, fair, and genuine. Those who make peace sow the seeds of justice by their peaceful acts."*

As the Bishop

What does this mean for me as Bishop?

My focus must be on teaching the faith and the formation of leaders (apostles). This is what you most affirmed and desired from me in ministry. We know this might take many forms. I will have to be open to the direction of the Design Teams and follow the advice of the Standing Committee.

I will tell you, that in this time of renewal I have found new excitement in engaging with congregations. I have also found my life of prayer deepened by my study of Franciscan spirituality and of a deeper connection with the Society of St. Francis, the Religious order of the Episcopal Church. I look forward to sharing with the Diocese my learnings about prayer and the spiritual life, and of my renewed delight in the Gospel of Matthew and the Letter of James. I understand these to be deeply connected to our renewal as a Diocese and my ministry as your servant.

From you, however, as the leaders of the Diocese, much we'll be asked. As the clergy and lay delegates to this Convention, you are the leaders of the Diocese – the apostles – in our time. You will be called to deepen your faith in Jesus Christ. You will be called to be engaged and to participate – to act with faithful courage. Practically, I need you to help find the best people to serve on the first three Design Teams. We must find those people to help shape the Diocese to best serve our leaders – lay and ordained – and our congregations, so that they may serve others and make disciples of Jesus Christ.

Thanks

As I conclude, a word of thanks.

Again to the members of the Strategic Initiatives Group (Keane Akao, Mahi Beimes, John Decker, Dixie Kaetsu, David Kennedy, Ryan Kusumoto, Ryan Newman, Jar Pasalo, and Dick Tardiff) and our Consultant, Kim Payton, thank you.

I am always grateful to my staff for all that they do: Mr. Danny Casey, Ms. Rae Costa, the Rev. Cn. Alexander Graham, Ms. Fane Lino, Mr. Sonny Liu and Ms. Irina Martikainen.

I also need to mention the Camp Board and especially Brian Grieves who has taken up special duties as Interim Executive Director during the search for a new Executive Director. I am much less worried with Moki Hino as the priest-in-charge at the Cathedral. A simple “thank you” is not enough for those who take up the slack at difficult times correcting the course of these important parts of our diocesan ‘ohana. I do appreciate your service.

I am also thankful that ‘Iolani School has again graciously allowed to have the Annual Meeting of our Convention here on campus.

I have two others to thank. As always, my ministry is what it is only because Bea stands with me. After over thirty-five years of marriage, a mere thank you doesn’t seem nearly enough. I also must thank my grandson, Marcus, for coming over every Monday that I’m in town to play (really the thanks goes to Liis for bringing him over). He brings new avenues of relaxation and joy – and even – unusually for me – afternoon naps.

Lastly, I can’t let this time go by without giving thanks for the life of Bishop Richard Chang. I thanked him personally in last year’s address without a passing thought that he wouldn’t be here this year. I will miss my mentor and friend. Thank you Dick.

*Final Prayer*

The earliest Franciscan manuscripts ascribe the following prayer to Francis himself and they tell us that it was offered before the Crucifix in San Damiano [see Francis of Assisi: Early Documents, p. 40]:

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

In the end, this is the way of St. Francis: to seek and to do God's will with bold faith, hearty joy and profound thanksgiving. This has become a part of my daily prayer and I think this is the way our Diocese has decided to follow.

May God grant us the sense, knowledge and faithful courage to follow where Christ leads.  
Amen.

Response

I have asked Dixie Kaetsu, a member of the Strategic Initiatives Group and the Diocesan Counsel, to offer her insights on this Address and the work of the Strategic Initiatives Group.  
Dixie, thank you.

## Attachment 2: Bishop's Report on "Strategic Plan 2017"

Over the past year, the Diocesan 'ohana has been asked to participate in a series of surveys, interviews and group conversations about the life of the Diocese of Hawai'i. A team (Keane Akao, Mahi Beimes, John Decker, Dixie Kaetsu, David Kennedy, Ryan Kusumoto, Ryan Newman, Ernesto "JaR" Pasalo, Dick Tardiff, Sandy Graham and Kim Payton, our Consultant) named the "Strategic Initiatives Group" has been working with me to discern the direction of the Diocese and the shape of my ministry.

The work has had three parts:

- Mutual Ministry Review: This has been a review of where we are as a Diocese that provided the data for our planning.
- Professional Performance Review: This is a report prepared by our Consultant from the data collected and extensive conversations with me. This is a confidential report for the Standing Committee and me to help shape my ministry as Bishop in the next phase of our life together.
- Strategic Plan 2017: This is a proposal for how we can move forward as a Diocese over the next few years. It is attached for your review.

Please note that these fit together for the full review of our Diocese. The Strategic Initiatives Group used a mass of information collected from the surveys, interviews and group conversations to offer a model to change the way we live into God's mission as the Diocese of Hawai'i. This is the work of a team that listened to the many voices of our Diocesan 'ohana. This Strategic Plan is a response from what was heard from the Diocese of Hawai'i.

When we reviewed the previous Diocesan strategic plans over the past decade, I was struck by the fact that we did what we said we would do in terms of action items. For example, we reduced the rate of the assessment and the size of the membership of governance groups. We held programs on church growth and stewardship. We established a local formation program and have more "local" candidates (and newly ordained priests) than we have had since becoming a Diocese in 1969. We have drastically increased the number of outreach ministries serving the community. We did not do a good job of anticipating unintended consequences. For example, the staff of the Office of the Bishop got smaller without a serious review of functions or unarticulated expectations. The previous strategic plans also operated on the assumption (and I now think a false assumption) that changes at the Diocesan governance level or in the Office of the Bishop would cause "revitalization" in the individual congregations.

It was also clear that financial stewardship of our members has increased overall over the past decade even in the midst of the economic crisis. Also, a review of average Sunday attendance pointed to the reality that overall, the drop-in attendance was impacted by significant loss of membership in two congregations because of disagreement over the Church's stand on marriage equality, the loss of the St. George's site, and the continued decline of three historically strong congregations. On the other hand, most congregations have about the same attendance now as in

2007 or they have grown. Three congregations (St. Elizabeth, St. James and St. Jude's) have had significant (over 75%) growth in the past decade.

There is also a sense of apprehension because of the drastic demographic changes facing our congregations. While there has been an increase in younger members in a few congregations, that cannot offset the reality of the disproportionate number of members over the age of 75. It was also noted that many members are new to the Episcopal Church and even to church involvement altogether. Some lack basic formation in the Christian faith. Most of the clergy in charge of congregations and those serving as school chaplains have been in the Diocese for less than five years and many are recently ordained. We are a Diocese with emerging lay and clergy leaders who will reshape our common life in the years ahead.

Over all, the result is that the Strategic Plan 2017 is unlike plans from our past. There is a simple strategy statement: "Our strategy is to transform the Diocese by developing and supporting the lay and clergy leaders so they can transform their churches and their local communities."

In my understanding, underlying this are some basic understandings:

- The Church's purpose is to share the love of God in Jesus Christ in such a way that the lives of people are transformed.
- The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai'i.
- The Diocese (as the collection of congregations served by the governance bodies and the Bishop's staff) exists to support congregations (and especially the leaders – lay and ordained – of congregations) in sharing God's love locally in their communities and to do collectively what congregations cannot do either individually or in small clusters. The Diocese is also the connecting ligament to The Episcopal Church. All in all, however, the Diocese does not make disciples, but helps local congregations through the believers make new disciples.
- The Bishop is the servant of the servants of God. The first role is to "oversee" [more as a councilor (one involved in the councils of the Church) and less as a counselor (one on one spiritual director or care giver for an individual)] and the second is to "empower" (as a teacher of the Christian faith). The Bishop and the Bishop's Office are to support the "Apostles" (the ordained and lay leaders with oversight of congregations and the ministries of the Church) in making "Disciples" (the individual believing Christian who is living out the promises of the Baptismal Covenant). The Bishop is also the connection with the broader Church. So, the ministry is primarily focused on the leadership – forming leaders, training leaders and living as a collaborative leader in an engaged, participatory system -- and teaching about the Christian Faith.
- We must recognize that growing engaged churches have strong leaders who nurture and empower others. The real shift in leadership is from a single autocratic leader to a collaborative model that demands clarity of roles. That means we must be clear that the focus is on ordained leadership and lay leaders. All our leaders must be faithful



followers of Jesus Christ who understand that our mission is making disciples. It is clear that we also must engage in basic leadership formation.

- Priests are called to be the preachers/teachers, spiritual leaders and the sacramental presence in the local congregation.
- Deacons call the Church to care for those on the margins and to listen to the cry of the overlooked.
- The Church specifically calls the ordained to these forms of servanthood. They are not called “upward” over the laity, but called out for sacred responsibilities within the Church
- It is an important element of our system that lay leaders are keenly involved in the secular affairs of the Church. In addition, some lay people may have a charism in the areas noted above usually thought to be the responsibility of an ordained person (for example, a lay person might have the gift of preaching).
- Our language must be overtly Christian and based on the Holy Scripture and the Baptismal Covenant because that is who we are as an Episcopal Church.
- Why measure involvement? Numbers are not everything, but if making disciples is our calling -- our purpose -- as the Church, then we have to have some means of evaluation (numbers). If we aren't sharing the joy and love of Jesus Christ, then we have no purpose. Evangelism is sharing our faith in Jesus Christ through word and deed, through care and invitation.

The vision for the Diocese is also simple: “The Diocese of Hawai‘i is spiritually nourished and engaged.”

You will see that “Strategic Plan 2017” only has three goals:

- The Diocese is committed to developing and sustaining spiritual growth, vitality, curiosity, and well-being within our churches.
- The Diocese seeks to strengthen our identity as one ‘ohana and the relationships within our ‘ohana among clergy, lay leaders and congregations.
- The Diocese is focused on improving the capacity for communication within our congregations, across the Diocese, and into our communities as we engage in evangelism.

You will note that there are suggested “possible” measures and tactics. These are not set in stone or established as our “road map.” The strategy and goals are a “diagnosis” of what we need as God’s people in the Diocese of Hawai‘i today. Action and implementation will need to be adaptable. The plan is for each goal to have a “Design Team” of seven to nine members to design tactics and measures to move toward the goal while responding to emerging needs and concerns of the leadership of the congregations. The “possible” measures and tactics might be part of their work. There are many more such suggestions. The intent is to avoid past top-down directed activities or changes in the governance structures (and Bishop’s staff) that don’t address the underlying spiritual reality of congregations and, especially, the leaders (lay and ordained).

Please consider who might best serve on these three Design Teams.

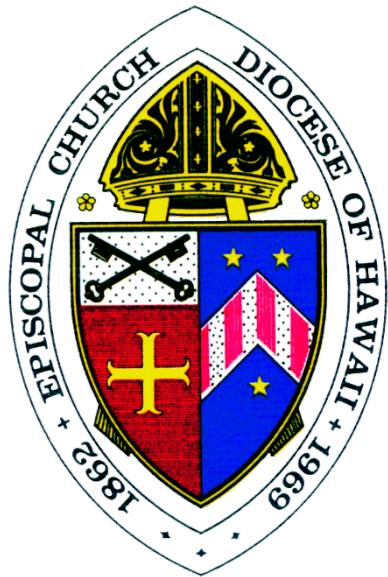
The goals are less about activities and are more about our basic “being” as God’s people. The focus is our spiritual life, our relationships and our communication to empower God’s people to action. This model seeks to provide not only clarity of roles, but adaptable responses to emerging needs. We can be realistic about expectations and responsibilities as we measure impact and consequences. Programs and activities will come and go. New Design Teams will emerge for focused events and projects.

As this emerges we will look to a major celebration of our life as a Diocese when the Presiding Bishop visits in 2019 (March 22-24).

Your servant in Christ Jesus,

+Bob

The Right Reverend Robert L. Fitzpatrick



# STRATEGIC PLAN 2017

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## The Episcopal Diocese of Hawai‘i

**Version 8.0 for presentation  
to Education Day and the  
Annual Meeting of Diocesan Convention  
October 20-21, 2017**

### STRATEGIC INITIATIVES GROUP

*Keane Akao, keaneakao.hi@gmail.com; Mahi Beimes, revmahib@gmail.com; John Decker, Jadmaui@twc.com; Dixie Kaetsu, dixiekaetsu@gmail.com; David Kennedy, DavidK7713@comcast.net; Ryan Kusumoto, rkusumoto@pacharwaii.org; Ryan Newman, ryan@allsaintskauai.org (Convener); Ernesto Pasalo, Jr, revd.pasalo@gmail.com; Dick Tardiff, fathertardiff@me.com; Robert Fitzpatrick, RLFitzpatrick@episcopalthawaii.org; Alexander Graham IV, acgraham@episcopalthawaii.org; and Kim Payton, kim@kimpayton.com (Consultant)*

## WHERE WE BEGAN

This Strategic Plan 2017 was developed based on input and comments received from people throughout the Diocese<sup>1</sup> in a series of focus groups held beginning in May of 2017. Hundreds of people, both clergy and laity, came out to share their feelings and thoughts about their congregation, the Diocese, and their own life in Christ. From the many, many pages of information received, this Plan has been prepared.

As a team, the Strategic Initiatives Group worked with Bishop Robert Fitzpatrick and Canon Sandy Graham to discern the core issues facing our common life as the Episcopal Diocese of Hawai‘i in 2017 and in the future.

In our work, we came to have a deep appreciation for the generations that have gone before and many who gave much to us that makes moving forward possible. We must give thanks to God for those who have gone before us even as we look to the future.

Without the participation and cooperation of people around the Diocese\*, this document would not be a reality before you today. A very sincere “Thank you” from the members of the Strategic Initiatives Group to all who participated.

## WHAT WE HEARD

As we listened to you, we heard:

- While some noted children’s ministries and new members, more folk expressed a fear that their congregation is aging with few members less than 50 years old, many in the 70s and 80s, and with few young families.
- Some talked about the challenges of attracting people.
- It was noted that most clergy in charge of congregations in our Diocese\* have been in place for less than five years, and some are inexperienced in leading and cultivating congregations.
- Many churches cannot afford full-time priests. At the same time, congregations tend to resist coming together to share clergy or programmatic resources.
- Some reported that caring for aging buildings and having lay leaders carry the lead for a long time creates a burden and “leadership burn-out”.

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<sup>1</sup> The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai‘i.

- The Episcopal Church is blessed with a rich liturgy, but that liturgy is not always enacted in a way that leads to joy or deep personal connection.
- People in our society today seem to long for ‘ohana that church might provide, but there was broad discussion about how to truly bring others into our congregations.
- Some priests reported feeling isolated, churches being geographically distant, and both clergy and laity tending not to meet with each other for mutual support, joint training, or projects.
- While some people talked of their own congregation thriving, others feel like they are being forced into survival mode because of a changing religious environment.
- Some expressed concern about understanding the policies and requirements of the Church, and of the expectations of them as leaders.

## **FORWARD TOGETHER**

The work of affirmation, renewal, and transformation is grounded within our Baptismal Covenant and spiritual identity as disciples of Jesus Christ. Spiritual health and vitality are critical to our ability to serve our communities and accomplish our ministry goals where operational success is a byproduct of sound and Christ-centered leadership, communication, and vision.

Rather than addressing specific “operational” functions of the Diocese<sup>2</sup>, this strategic plan seeks to address the underlying habits and patterns of life that we hope will continue to shape and strengthen our diocesan ‘ohana. Together, Design Teams will be created and called upon to enable us to adaptively live into our goals over the next few years.

We believe that a healthy Diocese\* is a Diocese\* that:

- (1) Encourages spiritual growth in all its members,
- (2) Empowers and supports its spiritual leaders (lay and ordained); and,
- (3) Engages in open and generous communication that encourages mission.

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<sup>2</sup> The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai‘i.

## OUR VISION

**The Diocese of Hawai‘i is spiritually nourished and engaged.**

This vision will allow the Diocese<sup>3</sup> to work toward these objectives:

- Nurture our congregations to claim a spiritual identity that is vibrant and engaged.
- Encourage the development of relationships among the members of our congregations – both those new to the church and those who have been around a while – so that we will eagerly share a fresh and energetic faith in Jesus Christ.
- Foster a greater sense of ‘ohana within the Diocese\*, especially among lay and clergy leaders.
- Encourage a Diocese-wide\* spiritual awakening that will draw people to the joyful faith presence of Jesus Christ in our churches.
- Invest time, talent and treasure in the spiritual vitality of our Diocese\*, which in turn will enhance our human and financial resources for mission.
- Empower our churches to be the Body of Christ in their local communities.
- Create safe, pastoral environments where individuals can talk openly and share the stories of their spiritual journeys and how they have been transformed by their faith in Jesus Christ.
- Achieve greater clarity in our churches of the importance of compliance with the policies of the Diocese\* and The (“national”) Episcopal Church.

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<sup>3</sup> The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai‘i.

## OUR STRATEGY

**Our strategy is to transform the Diocese<sup>4</sup> by developing and supporting the lay and clergy leaders so they can transform their churches and their local communities.**



## OUR GOALS

### **Overview of the Goals**

- (4) The Diocese\* is committed to developing and sustaining spiritual growth, vitality, curiosity, and well-being within our churches.
- (5) The Diocese\* seeks to strengthen our identity as one 'ohana and the relationships within our 'ohana among clergy, lay leaders and congregations.
- (6) The Diocese\* is focused on improving the capacity for communication within our congregations, across the Diocese\*, and into our communities as we engage in evangelism.

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<sup>4</sup> The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai'i.

## **STRATEGIC GOAL ONE:**

**The Diocese<sup>5</sup> is committed to developing and sustaining spiritual growth, vitality, curiosity, and well-being within our churches.**

**To engage this Goal, a Design Team will be recruited to provide an implementation plan including both Measures of Success and Tactics for the Diocese\* including the Bishop, the Office of the Bishop staff, the lay and clergy leaders, and the congregations.**

### **Some Possible Measures of Success**

- Our congregations report the power of their liturgies, music and sermons.
- Increased attendance at workshops and retreats.
- Clergy and lay leaders are offered education in effective leadership and discipleship.
- Clergy report success in growing their congregations and share successes with each other.

### **Some Possible Tactics**

- Share and deepen our understanding of “The Story” as it applies to “our story”, acknowledging that the Bible and the Book of Common Prayer are the center of who we are as a People of God.
- Communicate the value of spiritual habits, and encourage clergy and laity to engage in “a rule of life”.
- Provide continuing formation training for clergy and lay worship leaders to improve their capacity to conduct meaningful worship, including:
  - More impactful preaching
  - Ways to provide quality worship music with limited resources
- Develop an Episcopal approach to sharing faith with others that is culturally appropriate in Hawai‘i.

## **STRATEGIC GOAL TWO:**

**The Diocese\* seeks to strengthen our identity as one ‘ohana and the relationships within our ‘ohana among clergy, lay leaders and congregations.**

**To engage this Goal, a Design Team will be recruited to provide an implementation plan including both Measures of Success and Tactics for the Diocese\* including the Bishop, the Bishop’s staff, the lay and clergy leaders, and the congregations.**

### **Some Possible Measures of Success**

- Increased collaborative efforts among clergy and lay leaders.
- Increased opportunities for study and reflection.
- Increased regular social gatherings as clergy, spouses, significant others.

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<sup>5</sup> The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai‘i.



### **Some Possible Tactics**

- Identify and publicize the key ideas and practices that we agree on as Episcopalians.
- Encourage development of a clergy 'ohana hui on each island or by affinity groups (for example size of congregation or ethnic/cultural/language group served) that meets regularly to discuss things of scholarly and spiritual import – followed by a social event. Clergy spouses could also be included. Attention should be paid to bi-vocational and non-parochial clergy.
- Provide a model and some training on how to build social relations in the congregations.
- Improve the cooperative relationship among other Episcopal congregations, and with those of other denominations, to strengthen the ministries in each of our congregations and to encourage cooperation with each other in outreach ministries in our communities, evangelism methods, worship resources, and formation opportunities by sharing what is working, what is not, and what we can do together.

## **STRATEGIC GOAL THREE:**

**The Diocese<sup>6</sup> is focused on improving the capacity for communication within our congregations, across the Diocese\*, and into our communities as we engage in evangelism.**

**To engage this Goal, a Design Team will be recruited to provide an implementation plan including both Measures of Success and Tactics for the Diocese\* including the Bishop, the Bishop's staff, the lay and clergy leaders, congregational staff members and the congregations.**

### **Some Possible Measures of Success**

- Lay and Clergy leaders and the congregations actively engage with the Diocese\*, the governance groups and the Bishop with an understanding of the ministries, the budget, and the basis of the assessment.
- Churches plan their activities based on an increased understanding of the needs of their communities, especially in target demographic groups, and the activities and ministries of nearby Episcopal churches.

### **Some Possible Tactics**

- Clarify the source of the various canons and policies that lay and clergy leaders must follow and why, and the degree to which there is discretion or flexibility.
- Clarify the role of the Bishop and the Office of the Bishop so people know who to contact about particular needs and where to obtain information.
- Provide training on the business side of the church: what it means to be either a mission or parish and the roles of treasurer and warden to reduce the fear and reluctance to take on these roles.
- Develop a methodology whereby churches can ascertain what the real needs are in the surrounding communities and the needs of the individuals within them – spiritual, practical, and social.

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<sup>6</sup> The Diocese is the territorial jurisdiction of the Bishop and refers to all the congregations and Episcopalians in Hawai'i.

#### Attachment 4: Convention Plans Committees

<b>Position</b>	<b>Name</b>	<b>Chair</b>	<b>Island</b>
Secretary of Convention	Robert “Moki” Hino+	C	O
Assistant Secretary of Convention	Dixie Kaetsu		H
Approval of Minutes	Randolph Albano+	C	O
Constitution and Canons	Giovan King+	C	O
Credentials	Keane Akao	C	O
Dispatch of Business	Mary Carpenter	C	O
Elections	Pam Fern	C	O
Nominations	Clergy in Charge of Congregations		
Resolutions	Standing Committee		

## Attachment 5: Agenda

THE FORTY-NINTH ANNUAL MEETING OF THE CONVENTION  
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED IN  
SETO HALL OF ‘IOLANI SCHOOL  
HONOLULU, HAWAI‘I

Saturday, October 21, 2017

The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

- I. Call to Order the 49<sup>th</sup> Annual Meeting of the Convention
- II. Introductions
- III. Quorum Report of the Credentials Committee
- IV. Report from the Chair of Dispatch of Business
  - A. Adoption of the Agenda with the following special orders of business:
    - i. Camp Mokulē‘ia
    - ii. Episcopal Service Corps
    - iii. Episcopal Youth Event 2017
    - iv. St. Andrew’s Schools
    - v. Tribute to the Rt. Rev. Richard S.O. Chang (Video)
- V. Report on Resolutions
- VI. Report on Nominations
- VII. Diocesan Ballots – 1<sup>st</sup> Ballot
- VIII. Bishop’s Address and Strategic Initiatives
- IX. Acceptance of Treasurer’s Report by Title
- X. Consideration of Resolutions
- XI. Presentation of the 2018-2020 Budget
- XII. Recess for lunch
- XIII. Reconvene
- XIV. Report on the Diocesan 1<sup>st</sup> Ballot and 2<sup>nd</sup> Ballot, if needed
- XV. Report on the Diocesan 2<sup>nd</sup> Ballot and 3<sup>rd</sup> Ballot, if needed
- XVI. Set Dates and Locations of 2018, 2019, 2020 Annual Meetings of Convention
- XVII. Adoption of Courtesy Resolutions
- XVIII. Report on 3<sup>rd</sup> Ballots, if needed
- XIX. Final Comments from the Bishop
- XX. Adjournment of the Annual Meeting with the singing of “Hawai‘i Aloha”

## **Attachment 6: Resolutions**

Resolution #1:           2018 Minimum Clergy Compensation and Benefits  
Policy of the Episcopal Diocese of Hawai‘i

## Resolution 1

**TITLE:** 2018 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

**SPONSOR:** Diocesan Clergy Compensation Review Committee

**CONTACT NAME:** The Rev. Cn. Kate Cullinane, Chair

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

**PHONE:** 808-425-0675

**EMAIL:** katecullinane@sbcglobal.net

BE IT RESOLVED, that the 2018 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i be adopted.

### RATIONALE/ EXPLANATION

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

The Committee is committed to this stewardship and covenant relationship and, as such, the 2018 Minimum Clergy Compensation Schedule includes a 1.0% increase to all compensation categories.

The consumer price index increase for Hawai‘i was 1.7%. Recognizing that Hawai‘i’s cost of living is one of the highest in the nation, the Committee supports maintaining a competitive compensation level to attract and retain talented, dynamic, entrepreneurial and vibrant clergy. Congregations are strongly encouraged to talk honestly with their clergy about ministerial performance and take that into consideration in their compensation. It is strongly recommended that annual salary negotiations at the church level be carried out with prayerful candor, clarity and, most importantly, in Christian love.

The automobile allowance for 2018 is reduced from \$8,604 to \$8,558 due to the decrease in gasoline costs and based on the 2016 AAA annual assessment of vehicle costs (the latest data available). It is recommended and preferred that clergy auto expenses in a church budget be treated as reimbursable mileage and business expense as articulated by the Church Pension Group.

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

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

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

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

**2018 MINIMUM CLERGY COMPENSATION AND BENEFITS POLICY**  
The Episcopal Diocese of Hawai‘i

Compensation				
Category	0 thru 4 years Minimum	5 thru 9 Years Minimum	10 thru 19 Years Minimum	20+ Years Minimum
1	90,036	101,208	112,452	121,380
2	81,840	92,028	102,252	110,400
3	74,364	83,772	93,072	100,608
4	68,904	76,656	85,164	91,284

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

I. Full-Time Positions

- a. The compensation categories and ranges are intended to be used as a framework within which the Vestry/Bishop's Committee and the clergy negotiate a mutually acceptable compensation. The compensation ranges are based on "years of service" to provide a guide for compensation increases as years of service increase. This compensation schedule sets the minimum for churches in the Diocese of Hawai'i. "Years of service" means the number of years of status as a clergyperson in good standing in The Episcopal Church. In Parishes, compensation is negotiated between the clergyperson and the vestry. For Missions, compensation is negotiated between clergy and the Bishop's Committee with the approval of the Bishop. Credit for prior years of service as an ordained person in good standing in another denomination is negotiated between the clergy and the Vestry/Bishop's Committee with the approval of the Bishop. With respect to clergy newly called or appointed to a congregation, the Vestry/Bishop's Committee is required to notify the Treasurer of the Diocese as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention. In order to maintain accurate records, a schedule will be attached to the Parochial Report reporting the clergy compensation and the number of years of service as it increases each year.
- b. Clergy must be paid at least the minimum of the applicable category with salary reviews at least annually. Congregations and clergy should schedule and hold a biennial Mutual Ministry Review, complete with clear goals and objectives, mutual accountabilities and shared expectations by both the laity and the clergy.
- c. These categories are minimums and should be used as a starting point for salary negotiations. Vestries/Bishop's Committees shall seriously consider appropriate compensation.
- d. For ease of administration, all compensation figures will be rounded up into amounts divisible by 12.
- e. Each Vestry/Bishop's Committee, working in consultation with their clergy, shall approve a resolution determining the housing allowances for the following year. This Internal Revenue Service (IRS) requirement shall be completed by December 31 of the year preceding the commencement of the allowance.
- f. For clergy who are paid a cash housing allowance, the amount of the housing allowance shall be determined by negotiation between clergy and Vestry/Bishop's Committee.
- g. The 2018 Housing Allowance Guideline is \$21,838 and is included in the compensation amounts stated above. Any congregation that furnishes housing for a Fair Market Value that is less than the \$21,838 is encouraged to pay the difference in cash salary to the clergy. The value of housing that is decided shall be added to the cash salary in order to compute the total compensation for Church Pension Fund purposes. This number does not include utilities. If utilities are to be paid by the church, the amount should be deducted from the cash salary.
- h. Congregations with assisting clergy are encouraged to classify the assistant's position into a category appropriate to the scope of the position.





- k. Full-time clergy are entitled to one month (30 calendar days) of annual vacation with full stipend and allowances. This vacation time cannot be more than 45 calendar days in any one year, except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than 15 days can be carried over to the following year). Congregations should encourage clergy to take vacation.
- l. Members of the clergy who have been employed by the church for at least one full year are entitled to leave for the birth or adoption of a child for a minimum of eight weeks with full compensation. Up to an additional four weeks may be taken without pay, or using vacation or sick time. If both spouses are employed by the Diocese, they are limited to a combined total of 12 workweeks of paid Parental Leave. Leave must be taken within 12 months of the birth or adoption.

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

#### IV. Part-Time Employee Benefits

- a. Part-time clergy will receive the federal guideline reimbursement of business automobile mileage instead of the stipulated allowance.
- b. The congregation will pay the mandatory Church Pension Fund assessment of salary, housing, social security reimbursement and on housing utilities (if applicable).
- c. Part-time employees (both clergy and lay employees) who work at least 20 hours per week for four consecutive weeks are eligible for coverage on the Diocesan HMO plan at no cost to the employee.
- d. Spousal health insurance coverage: Spouses or civil union partners of part-time employees are not eligible for coverage.
- e. Dependent health insurance coverage:
  - i. Dependents of part-time employees who work at least 30 hours per week are eligible for coverage under the Diocese's health plan up to age 26, regardless of the dependent's financial dependence, residency with the employee, student status, or employment. The employee is responsible for the full premium for his/her dependent's coverage.
  - ii. Dependents of part-time employees who work less than 30 hours per week are not eligible for coverage under the Diocese's health plan.
- f. The congregation will pay the cost of Worker's Compensation Insurance coverage.
- g. The Temporary Disability Insurance Plan for part-time clergy is provided by the Church Pension Fund.
- h. The congregation will pay the clergy social security costs at 7.65% of salary and housing.

- i. Part-time clergy are entitled to one month (30 calendar days) of annual vacation with agreed stipend and allowances. This vacation time cannot be more than 45 calendar days in any one year except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than 15 days can be carried over to the following year). Congregations should encourage clergy to take vacation.
  
- v. Other
  - a. Moving Expenses: Clergy will receive an allowance for moving expenses from the US mainland, typically in the range of \$12,000 to \$20,000 depending on location.
  - b. Sabbatical: Clergy are eligible for sabbatical leave at the ratio of one month per year of service in the congregation, to be available after the third year, and cumulative through the fourth year. The maximum amount of leave is limited to four months. The Vestry/Bishop's Committee shall annually budget funds to accumulate to provide pastoral and sacramental supply during the clergyperson's sabbatical leave. Sabbatical leaves are provided for the benefit of both the congregation and clergy. Thus, before a sabbatical leave is granted, clergy must agree to serve the congregation for at least one year upon returning from the sabbatical. In addition, the request for sabbatical must be accompanied by a full and detailed description of the activities to be undertaken during the leave and, if granted, clergy shall submit to the Bishop and the Vestry/Bishop's Committee at the end of the leave, a report on the accomplishments of the leave. Accrued but not taken sabbatical leave can be carried over to following years in the same parish/mission. Accrued but not taken sabbatical leave is not paid out at retirement.
  - c. Continuing Education: Clergy are required by Canon and Diocesan policy to continue their education. The congregation should provide funds in its annual budget for this continuing education. The minimum recommended amount is \$990/year. This amount should accumulate if unused and may carry over to the next year. This fund should also be available for sabbatical expenses.
  
- vi. Supply Clergy Compensation
  - a. The minimum compensation for Saturday evening/Sunday supply clergy shall be as follows:
    - One service: \$176
    - Two services: \$235
    - Each additional service: \$116
 Clergy will be reimbursed for travel (mileage, airfare, etc.), overnight parking and housing (if necessary).

CONGREGATIONAL COMPENSATION CATEGORIES

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

2018 CONGREGATIONAL COMPENSATION CATEGORY  
COMPUTATION WORKSHEET BASED ON  
2016 PAROCHIAL REPORT DATA

Number of Pledging Units

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

Multiplied by .40 = \_\_\_\_\_ **(A)**

Average Sunday Attendance

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

Multiplied by .30 = \_\_\_\_\_ **(B)**

Plate and Pledge Income

Plate and Pledge Income in \$1,000 \_\_\_\_\_

Multiplied by .30 = \_\_\_\_\_ **(C)**

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

Plus BARC= \_\_\_\_\_ **(D)**

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

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

**2018 COMPENSATION BASED ON 2016 PAROCHIAL REPORT DATA**

**ALPHABETICAL**

CHURCH	No. of Pledging Units	Avg Sunday Attend	Plate+Pledge Income	Weighted Totals BARC	Categories	0 thru 4 years	5 thru 9 years	10 thru 19 years	20+ years	
ALL SAINTS	72	120	246,580	1	140	3	74,364	83,772	93,072	100,608
CALVARY	24	46	96,286	0	52	4	68,904	76,656	85,164	91,284
CHRIST CHURCH	44	62	138,876	1	79	4	68,904	76,656	85,164	91,284
CHRIST MEMORIAL	19	46	56,760	0	38	4	68,904	76,656	85,164	91,284
EMMANUEL	46	56	151,471	0	81	4	68,904	76,656	85,164	91,284
EPIPHANY	81	86	190,848	4	119	3	74,364	83,772	93,072	100,608
GOOD SAMARITAN	23	21	26,241	0	23	4	68,904	76,656	85,164	91,284
GOOD SHEPHERD	95	147	157,987	6	135	3	74,364	83,772	93,072	100,608
GRACE	19	32	31,597	0	27	4	68,904	76,656	85,164	91,284
HOLY APOSTLES'	47	104	236,350	0	121	3	74,364	83,772	93,072	100,608
HOLY INNOCENTS'	45	42	138,353	0	72	4	68,904	76,656	85,164	91,284
HOLY NATIVITY	61	88	169,047	0	102	3	74,364	83,772	93,072	100,608
ST. ANDREW'S	118	244	376,667	2	235	1	90,036	101,208	112,452	121,380
ST. AUGUSTINE'S	30	70	105,376	2	67	4	68,904	76,656	85,164	91,284
ST. CHRISTOPHER'S	78	93	209,315	6	128	3	74,364	83,772	93,072	100,608
ST. CLEMENT'S	86	109	275,014	0	150	2	81,840	92,028	102,252	110,400
ST. ELIZABETH'S	85	220	175,858	2	155	2	81,840	92,028	102,252	110,400
ST. JAMES'	106	170	282,722	10	188	2	81,840	92,028	102,252	110,400
ST. JOHN THE BAPTIST	8	29	17,739	0	17	4	68,904	76,656	85,164	91,284
ST. JOHN'S, KULA	78	101	168,093	0	112	3	74,364	83,772	93,072	100,608
ST. JOHN'S BY/SEA	30	30	46,062	0	35	4	68,904	76,656	85,164	91,284
ST. JUDE'S	16	45	56,462	2	39	4	68,904	76,656	85,164	91,284
ST. LUKE'S	22	25	34,523	1	28	4	68,904	76,656	85,164	91,284
ST. MARK'S	58	108	321,157	0	152	2	81,840	92,028	102,252	110,400
ST. MARY'S	76	76	109,937	0	86	4	68,904	76,656	85,164	91,284
ST. MATTHEW'S	20	20	23,607	0	21	4	68,904	76,656	85,164	91,284
ST. MICHAEL'S	81	113	242,422	1	140	3	74,364	83,772	93,072	100,608
ST. NICHOLAS	16	33	82,898	0	41	4	68,904	76,656	85,164	91,284
ST. PAUL'S OAHU	121	225	240,150	16	204	2	81,840	92,028	102,252	110,400
ST. PETER'S	66	110	232,374	9	138	3	74,364	83,772	93,072	100,608
ST. STEPHEN'S	17	37	64,461	3	40	4	68,904	76,656	85,164	91,284
ST. TIMOTHY'S	44	109	204,107	3	115	3	74,364	83,772	93,072	100,608
TRINITY BY/SEA	38	53	109,963	0	64	4	68,904	76,656	85,164	91,284
WEST KAUAI	42	42	67,179	0	50	4	68,904	76,656	85,164	91,284

## ADDENDUM TO MINIMUM CLERGY COMPENSATION SCHEDULE

### Examples:

1. Clergy with 5 years of service is called to serve in a Category 4 church. Minimum compensation should be \$76,656. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
2. Clergy with 20 years of service is called to serve in a Category 2 Parish. Minimum compensation should be \$110,400. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
3. Clergy with 25 years of service is called to serve as a part salary vicar in a Category 4 Mission. The position is for 50% of salary. Minimum compensation should be \$45,642 (\$91,284 divided by 2 = \$45,642). As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
4. Clergy with 2 years of service is called to serve in a Category 3 church. Minimum compensation should be \$74,364. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$85,000.

## Attachment 7: 2018 Proposed Budget Narrative and Numbers

### Narrative and Explanation

#### INCOME

##### Page 3, Line 1a: Assessments

Assessment income is the amount levied by the Convention on each congregation in the Diocese of Hawai'i to support the programs and expenses of the Diocese. The projected income shown in this budget is based on a 2018 assessment rate of 18% of each congregation's operating income, as shown on the most recent parochial report on file. That means that the 2018 revenue forecast is based on the parochial reports for 2016.

The triennial General Convention of the Episcopal Church in June 2015 voted to decrease the national church's assessment rate applied to the Dioceses over the three following years, and as that lower rate takes effect, the Council again moved to lower the assessment levied on congregations. The Diocesan Council this year recommends that the rate decrease to 18% for 2018, culminating in three straight years of decreases in the assessment rate.

As background, the assessment rate in 2000 was 25% (the all-time high rate for the Diocese was 26% in 1995, but the rate for all of the 1980s and 1990s was over 24%). A conscious effort on the part of Diocesan leadership to lower the assessment rate has been underway over the past 15 years. By 2007, the assessment rate was down to 21% (the historic lowest rate for the Diocese up to that time). Further steps were made to get the rate to 20% by 2009. The assumption at this point is that the proposed 18% rate will remain constant for some time as the Diocese stabilizes and the work of the Strategic Initiatives Group impacts our common life.

Two points should be noted. First, the actual plate and pledge giving in our congregations as a whole has continued to rise through the years. And second, there has been an impact from the lower assessment rate through the years with cuts in Office of the Bishop staffing and subsidies for Mission Churches.

##### Page 3, Line 1b: Investment Income

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

*Endowment Funds:* To estimate income from investments for 2018, the Diocese budgets and will draw 4% of each restricted and unrestricted endowment fund's average market value over the prior twelve quarters. This is a decrease from the 5% draw, which has been in place in recent years. The change brings the Diocesan policy in line with the recommendation of investment advisors and best practices for endowment funds.

Unrestricted endowment funds with 2018 distributions budgeted at 4% are:

- Portfolio (Unrestricted)
- Von Holt Fund
- Ing Fund
- Other Endowment Funds as received

Restricted endowment funds with 2018 distributions budgeted at 4% are:

- Portfolio (Restricted) – Income from this fund is primarily from the Episcopate Endowment Fund, and distributions are limited to the expenses related to the “Episcopate” (the Bishop)
- Helen Hagemeyer Fund – Income from this fund is restricted by the donor for support of mission churches

*Other Funds:* There are four non-endowment funds of which the Diocese is the beneficiary of the investment income but has no investment management oversight. The 2018 distribution from these funds is budgeted at 5%. The funds are:

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

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

Rental income comes from the six units in the Diocesan-owned Cluett Apartments on the mauka side of Queen Emma Square next to St. Peter’s Church. Management and tenant oversight of the Cluett Apartments is currently outsourced with no direct involvement by the Office of the Bishop. Five units are rented to tenants and one Cluett unit is used by the Chaplain of St. Andrew’s Schools.

Page 3, Line 1d: Rental Income - MacCray House

At the October 2016 Annual Meeting, a motion was proposed and adopted to have the Diocese rent out MacCray House for \$36,000 annually and use the income to employ a part-time Youth Minister. Renting the house proved not to be feasible, and the Diocesan Council and Standing Committee approved a measure to sell the property. That sale was finalized September 21, 2017.

Page 3, Line 1e: Parking

Parking income is from the rental of Diocesan parking spaces in the parking lot behind the Memorial Building (the Office of the Bishop is located on the second floor of the Cathedral’s Memorial Building). These spaces are rented to St. Andrew’s Schools and four other individuals.

Page 3, Line 1f: Interest

This represents the interest earned on Diocesan cash accounts.

Page 3, Line 1g: Miscellaneous

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

Page 3, Line 1h: Prior Year Surplus

The amount budgeted in 2017 as Prior Year Surplus was used to pay for the Strategic Initiatives Group – see line 10l. There is no surplus budgeted in the 2018 budget proposal.

## EXPENSES

### Page 5, Line 2a: Committee on Native Hawaiian Ministry

This line item is for travel for individuals to attend meetings of the Anglican Indigenous Network (AIN) and other local and church-wide indigenous ministry events. This Committee maintains close contact with other indigenous peoples and their faith communities throughout the United States and the Worldwide Anglican Communion. The Committee on Native Hawaiian Ministry offers various opportunities for education and mission. More recently, this line item has helped to fund Diocesan workshops on various aspects of Hawaiian culture and tradition offered by committee members and invited guests. The decrease from \$5,000 to \$3,000 for this budget item brings the proposed budget more closely into line with actual expenses in past years.

### Page 5, Line 2b: Pacific Islander Ministries Committee

The intent of this budget item is to provide for and facilitate activities and services for Pacific Islander youth and their families in Hawai‘i. A majority of this target population is underprivileged, underrepresented, and underserved. Primary reasons include, but are not limited to, socioeconomic distress resulting from disenfranchisement and displacement from their respective island homes and culture, under-education, and underemployment. The Pacific Islander Ministries meets the needs of this targeted group by developing and providing services that include distribution of food and meals, education, recreation and social activities, pastoral visitations and church services. The support will still be needed to support the ministries as the diocesan staff position is eliminated in 2018.

### Page 5, Line 2c: Pacific Islander Missioner

This line item is eliminated from the budget in 2018.

### Page 5, Line 3a: Audit Expenses – Missions

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

### Page 5, Line 3b: Calvary

The purpose of this financial support is to assist in re-establishing Calvary as a viable Episcopal Church in Kaneohe (see <http://www.calvarykaneohe.com>).

### Page 5, Line 3c: Grace, Moloka‘i

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



Page 5, Line 3d: St. James’/St. Columba’s

This line item supports ministry at St. Columba’s, Pa‘auilo, as part of a revitalization effort from St. James’ Church, Waimea (see <http://stjameshawaii.org>). St. Columba’s Church was made a preaching station (Unorganized Mission) some years ago. In the past few years, a Sunday morning congregation has been re-established. It began by using Sunday supply, then moved into a Lay Pastor mode. As of August 2015, the mission replant efforts moved into their next phase, which is a Priest-in-Residence model. Significant needed repairs have been made to the vicarage and church. The situation at St. Columba’s will be evaluated in 2018 with the intent of determining whether continued Diocesan support is warranted or necessary, and if so what shape it will take as it is integrated into the life of a “regional” Parish. Council affirms this creative shared ministry project on the Big Island.

Page 5, Line 3e: St. Jude’s, Ocean View

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

Page 5, Line 3f: West O‘ahu

This budget allocation supports the shared ministry of St. Nicholas-Kapolei, St. John the Baptist-Waianae, St. Stephen’s-Wahiawa and St. Timothy’s-Aiea. While a review of the operations and structure by the Council continues, the region has made some improvements in financial accountability and in transparency. The Council continues to monitor the feasibility and vitality of this shared ministry initiative.

Page 5, Line 4a: Camp Mokulē‘ia

Camp Mokulē‘ia has operated “Hui Pu,” the Diocesan youth summer camp, since 2016. The camp consists of a high school program, a middle school program, and a shorter elementary school (entering grades 4-6) program. Like A Cup of Cold Water and St. Andrew’s Schools, Camp Mokulē‘ia is a subsidiary of the Episcopal Church in Hawai‘i. These funds help with the program.

Page 5, Line 4b: Christian Formation

This line item allows the Diocese to encourage and aid congregations in the areas of adult and children’s education. It includes Diocesan membership fees for such programs as Education for Ministry (EfM) and Godly Play. The amount provided will fund the costs of speaker(s), logistical support, and some scholarship funds for Diocesan formation events. The Christian Formation budget account can aid congregations and educators seeking resources to support local Christian education initiatives. Funding is also included to cover the costs of developing and holding the Diocesan Convocation, an annual diocesan gathering for the purposes of formation and mission called for by the 2007 annual meeting of the Convention. The amount budgeted for this line item in 2018 is reduced to bring it in line with actual expenses for this purpose.

Page 5, Line 4c: Diversity Training

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

Page 5, Line 4d: EYE Reserve

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

Page 5, Line 4e: Planned Giving

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

Page 5, Line 4f: Safe Church Training

This line item funds canonically required training. In 2017, the Diocese has gone to individual online trainings for preventing sexual misconduct against both children and adults. The online training is less costly than hiring local trainers, so the budget allocation can be reduced. This training is required by General Convention resolutions and by Diocesan policy.

Page 5, Line 4g: Stewardship

This line item supported the ministry of stewardship in the Diocese and engaged congregations in a greater understanding of stewardship, with a focus on congregational giving. In 2018, these responsibilities will be handled by Office of the Bishop staff without a separate budgetary line item.

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

This line item in 2017 was intended to provide programs for youth and young adults that are viable, thriving, spiritually refreshing, resourceful, cost-effective, and, most importantly, God centered. There is currently no staff member directing this ministry and there is no current plan for such a staff position. The proceeds from the sale of MacCray House have been set up in a separate fund to be used to support young adult ministry, making this line item unnecessary in 2018.

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

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

Page 6, Line 5b: Ecumenical/Interfaith Relations

This line item supports efforts to build relationships with, and community among, other faiths through shared communication and participation in the areas of faith-based, spiritual, and social issues aligned with the mission of our Diocese. Institutional membership in The Interfaith Alliance Hawai'i (TIAH) and representation on the Board of Hawai'i Council of Churches Fund (HCCF) are part of this support. The 2018 budget also include funds for Pacific Health Ministries and the Samaritan Counseling Center (which does the psychological testing for those in the ordination process that is required by church canon).

Page 6, Line 5c: Prison Ministry

This line item is to pay for a part-time chaplain for a new prison ministry in the State of Hawai'i. It will also pay for related expenses such as supplies needed for current Makahiki, Baibala, and Bacpac programs, which seek to facilitate a fruitful reentry to society of the pa'ahao (prisoners) in Hawai'i's prisons. Diocesan Council views this as an important living out of the gospel, "...I was in prison and you visited me." (NRSV, Matthew 25: 36) A new committee will be established to assist with this ministry, and a task force will be appointed to monitor, administer and evaluate this new initiative.

Page 6, Line 6a: Church Administration Development

In 2016 and 2017, this covered the expenses of a one-day conference for Diocesan church administrators, secretaries, offices managers and similar positions. Most of the funds were for airfare for one administrative position from each church in the Diocese. This type of training has been rolled into a more comprehensive line item for Lay Leadership Development. (See below.)

Page 6, Line 6b: Lay Leadership Development

In the proposed 2018 budget, the concept of a conference for church administrative staff like those held in 2016 and 2017 has been expanded to include other types of lay leadership such as wardens, vestry members, Bishop's Committee members, and treasurers. The increased budget will allow participation in training of this type by appropriate leadership from all islands.

Page 6, Line 6c: Clergy Leadership Development

This renamed line item was called "Clergy Conference" in prior years, and funds the expenses (mostly airfare) for two Clergy Education Days per year and provides a substantial subsidy for the annual clergy retreat. It also includes funding for two meetings per year of the vocational Deacons with the Bishop, and annual membership dues in the Association of Episcopal Deacons

(AED) plus attendance by a Deacon from the Diocese at an AED conference. This line item also can cover planned Clergy Spouse events.

Page 6, Line 6d: Curacy Support

This account continues to fund the opportunity for newly graduated seminarians from the Diocese to return to Hawai‘i after ordination. This may be as a chaplain, an assistant or as the clergy-in-charge of a small congregation. The intent is to make it possible for newly ordained seminary graduates from Hawai‘i to serve at least two years under the mentorship of an experienced priest in the Diocese and to grow in ministry in our unique context. So far, there have been two clergy serving in this program, one presently at St. Nicholas in Kapolei (curacy ending in the fall of 2017) and St. Andrew’s Schools (curacy ending in mid-2018.) Two seminarians are expected to graduate from seminary in 2018 and will be placed in curacies upon their graduation.

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

In the 2017 budget, this line item was called “Other.” In 2018, it is renamed “Commission on Ministry” and includes expenses that in prior years were covered by the “Other” line item as well as “Seminarian Support” and “Waiolaihui‘ia, the Local Ordination Formation Program.” This is a consolidation of expenses that fall under the Diocesan Commission on Ministry. Included items are:

- Seminarian support in the amount of \$1,000 per semester to help cover tuition for anyone being sponsored for ordination by a congregation in the Diocese of Hawai‘i and attending a seminary. The Diocese expects to have two seminarians graduating in mid-2018 and two graduating in mid-2019 (attending Yale Divinity School; the School of Theology, University of the South; Seminary of the Southwest; and Virginia Theological Seminary).
- Now in its sixth year, Waiolaihui‘ia is the Hawai‘i program for those being formed for ordination to the priesthood or vocational diaconate. This program is intended to provide training and formation for mature persons, grounded in the local cultures of Hawai‘i, for whom the disruption and cost of mainland seminary is not feasible. Whether employed, self-supporting, or retired, these persons have the flexibility and stability to serve a Hawai‘i congregation as priest-in-charge, rector/vicar, long-term supply, or deacon. Graduates of Waiolaihui‘ia are expected to meet all canonical requirements for ordination.
- Other items that are part of the work of the Commission on Ministry are psychological testing and background checks for those in the ordination process (both of which are required by church canon). Also included are the costs of background checks for candidates for positions as priests in mission congregations.
- Any costs associated with the training and licensing of laypersons to the licensed ministries spelled out in Title III of the Canons of The Episcopal Church.
- The cost of various books, periodicals, and other resources intended to promote leadership or ministry development and discernment throughout the Diocese.

Page 6, Line 6f: Seminarian Support

Before consolidation in 2018 under “Commission on Ministry” above for budgeting purposes, this was the line item that covered the tuition assistance for seminarians from the Diocese of Hawai‘i.

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

Before consolidation in 2018 under “Commission on Ministry” above for budgeting purposes, this was the line item that covered the local formation program.

Page 6, Line 7a: Diocesan Council Grants

The Diocesan Council reviews and funds grants to congregations for primarily new projects and programs. The dollar amount of grants available in 2018 is the same as in 2017.

Page 6, Line 7b: Diocesan Fundraising Consultant

In 2017, this line item was created in response to the Episcopal Diocese of Hawai‘i participating in Project Resource of the College of Bishops. This budget item is not needed in 2018.

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

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

Page 6, Line 7d: Treasurers’ Consultations

This has covered the travel costs for new treasurers from congregations to meet with the Diocesan Treasurer on matters relating to their duties and responsibilities. This expense is now covered under Lay Leadership Development.

Page 7, Line 8a: Bishop

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

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

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

Page 7, Line 8c: Executive Assistant

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

Page 7, Line 8d: Hospitality

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

Page 7, Line 8e: Keyman insurance

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

Page 7, Line 8f: Travel and Continuing Education

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

Page 7, Line 9a: Academic Dean

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

Page 7, Line 9b: Bookkeeper

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

Page 7, Line 9c: Admin. General

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

Page 7, Line 9d: Admin. Program Support

This line represents funding for part-time temporary help and contingency staffing. It allows for flexibility in providing staff support for special projects and programs.

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

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

Page 7, Line 9f: Business Manager

This line represents the pay and benefits for the renamed Business Manager (formerly Office/Property Manager). This position is responsible for contracts, leases, some insurance and property and assisting the Treasurer on financial-related tasks. This position also coordinates Education Day and Annual Meeting.

Page 7, Line 9g: Treasurer

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

Page 7, Line 9h: Youth Minister

This line item for 2017 included some of the compensation and benefits for a Youth Director. At the October 2016 Convention, it was voted to partially fund this position for 2017 by renting out MacCray House. (See footnote 1c.) MacCray House was not rented out, and has now been sold. Diocesan Council has decided to set aside the proceeds to fund programs for young adults.

Page 7, Line 10a: Advertising

In past years, this covered the cost of advertising in telephone books. Since telephone books are almost a thing of the past, there is no appropriation proposed for 2018.

Page 7, Line 10b: Archives

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

Page 7, Line 10c: Audit Expenses - Diocese

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

Page 7, Line 10d: Chancellor's Expenses

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

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

This line item provides for assistance with the costs of maintaining the websites for churches. The budgeted amount is lowered to more closely match actual costs.

Page 7, Line 10f: Contract Communications Coordinator

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

Page 7, Line 10g: Diocesan Convention

This line item covers the unreimbursed cost of holding the Annual Meeting of the Convention, including meeting costs, supplies, materials, and postage. This cost is net of registration fees/meals and shared travel costs. It also includes an amount for temporary staff. The budgeted amount for 2018 is significantly higher than 2017 because the 2018 Annual Meeting will be held on the Big Island of Hawai'i.

Page 7, Line 10h: Directors & Officers Insurance

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

Page 7, Line 10i: General Convention Deputy Support

This line item provides for the annual accumulation of funds to be held in reserve over three years to support the eight deputies and two alternates from our Diocese who attend the triennial General Convention of the Episcopal Church (the next one is scheduled for July 5-13, 2018 in Austin, Texas).

Page 7, Line 10j: Legal and Related Expenses

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

Page 7, Line 10k: Meeting Costs: Other

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

Page 7, Line 10l: Strategic Initiatives

This budget account is for contracting a consultant to lead the Diocese in a Mutual Ministry Review, a Personal Professional Evaluation (PPE) of the Bishop and also a Strategic Plan. The bulk of this work has been conducted in 2017; the budget amount for 2018 is to facilitate implementation of the Strategic Plan upon its adoption.

Page 7, Line 10m: Office Expenses

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

Page 7, Line 10n: Property - Cluett

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

Page 7, Line 10o: Property - Diocese

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

Page 7, Line 10p: Property - MacCray House

This covers the cost of keeping and maintaining the MacCray House near the University of Hawai'i, Manoa. The property has been sold, this amount will not be needed.



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

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

Page 7, Line 10r: Province VIII Quota

This line item funds the voluntary assessment the Diocese pays to the Province. Hawai‘i is part of Province VIII of the Episcopal Church, and this is the amount the Diocese pays to help with Provincial programs and administration. Through the Synod (the official meeting of representatives of the Province), the Province encourages a voluntary assessment rate. Unfortunately, dioceses have failed to respond at that level. This line item was reduced in 2017 to bring our Diocesan voluntary contribution into proportionate parity with other dioceses in Province VIII.

Page 7, Line 10s: Staff Continuing Education

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

Page 7, Line 10t: Staff Support Costs

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

Page 7, Line 10u: Storage

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

Page 7, Line 10v: Technology Support

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

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

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

Page 8, Line 11a: Cathedral Capital Reserve

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

Page 8, Line 11b: Diocesan Office Cleaning Expense

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

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

This is the Diocese's portion of the cost of maintaining security for Queen Emma Square. The other Episcopal entities on the Square share the cost of these services.

Page 8, Line 11d: Shared Cathedral Expenses

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

Page 8, Line 12a: Travel – Governance Groups

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

Page 8, 12b: Staff Travel

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

Page 8, Line 13a: Kapolei land

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

Page 8, Line 13b: Medigap Program

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

## The Numbers

### Total Income

		<b>TOTAL INCOME (in \$)</b>				
		<b>2016 ACTUAL</b>	<b>2017 BUDGET</b>	<b>2018 DRAFT BUDGET</b>	<b>2019 FORECAST</b>	<b>2020 FORECAST</b>
<b>Income</b>						
1 a	Assessments	1,702,062	1,719,235	1,737,064	1,771,800	1,807,200
	<i>Rate</i>	<b>19%</b>	<b>18.5%</b>	<b>18%</b>	<b>18%</b>	<b>18%</b>
1 b	<b>Investment Income</b>					
	Portfolio (Restricted)- Note 1	208,290	217,300	173,400	176,800	180,400
	Portfolio (Unrestricted)- Note 1	2,146	2,200	1,700	1,700	1,800
	Von Holt Fund (Unrestricted)-Note 1	191,872	199,900	152,500	155,600	158,700
	Helen Hagemeyer End Fd (Restricted)-Note 1	25,909	50,000	41,600	42,400	43,300
	Ing Fund (Unrestricted)- Note 1	87,519	91,800	69,500	70,900	72,300
	<b>Other New End Funds (Unrestricted) -Note 2</b>	-	-	<b>13,200</b>	<b>13,500</b>	<b>13,800</b>
	Catton Fund (Restricted)- Note 3	23,671	24,400	24,400	25,600	26,900
	Parke Trust (Unrestricted)- Note 3	45,318	48,700	48,500	49,500	50,500
	Prisanlee Fund (Unrestricted)-Note 3	19,852	20,800	21,300	21,700	22,100
	Valvon Fund (Unrestricted)-Note 3	20,400	22,900	21,800	22,300	22,700
	<b>Total Investments</b>	<b>624,977</b>	<b>678,000</b>	<b>567,900</b>	<b>580,000</b>	<b>592,500</b>
	<b>Rentals</b>					
1 c	Apartments	83,198	82,900	84,100	85,800	87,500
1 d	MacCray House	-	36,000	-	-	-
1 e	Parking	96,971	97,300	98,900	100,000	101,200
	<b>Total Rentals</b>	<b>180,169</b>	<b>216,200</b>	<b>183,000</b>	<b>185,800</b>	<b>188,700</b>
1 f	Interest	390	500	500	500	500
1 g	Miscellaneous	559	6,000	5,000	5,000	5,000
1 h	Prior year surplus	-	100,000	-	-	-
	<b>GRAND TOTAL INCOME</b>	<b>2,508,157</b>	<b>2,719,935</b>	<b>2,493,464</b>	<b>2,543,100</b>	<b>2,593,900</b>

**Note 1: Distributions decreased from 5% in 2017 to 4% for 2018-2020**

**Note 2: These are endowment funds received in 2015 and prior and distributions are at 4% for 2018-2020**

**Note 3: No change in trust fund distributions, which stays at 5%**

## Total Expenditures

### TOTAL EXPENDITURES (in \$)

	2016 ACTUAL	2017 BUDGET	2018 DRAFT BUDGET	2019 FORECAST	2020 FORECAST
<b><u>Expenses</u></b>					
Ministry and Mission	663,510	773,085	667,314	680,400	694,000
Diocesan Organization	1,796,093	1,946,850	1,826,150	1,862,700	1,899,900
<b>GRAND TOTAL EXPENSES</b>	<b>2,459,603</b>	<b>2,719,935</b>	<b>2,493,464</b>	<b>2,543,100</b>	<b>2,593,900</b>
<b>SURPLUS</b>	<b>48,554</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



**MINISTRY AND MISSION (IN \$) - Continued**

		2016	2017	2018	2019	2020
		ACTUAL	BUDGET	DRAFT BUDGET	FORECAST	FORECAST
<b>OUTREACH AND JUSTICE</b>						
5 a	A Cup of Cold Water	5,000	5,000	5,000		
5 b	Ecumenical/Interfaith Relationships	500	3,600	3,600		
5 c	Prison Ministry	-	-	25,000		
	Subtotal	5,500	8,600	33,600	8,800	8,900
<b>MINISTRY DEVELOPMENT</b>						
6 a	Church Administration Development	2,597	8,000	-		
6 b	Lay Leadership Development	-	-	18,500		
6 c	Clergy Leadership Development	8,580	20,000	20,000		
6 d	Curacy Support	81,582	120,000	120,000		
6 e	Commission on Ministry (COM)	6,629	16,000	59,000		
6 f	Seminarian Support	2,000	8,000	-		
6 g	Waiolaihui'ia (Local Ordination Formation Program)	26,701	50,000	-		
	Subtotal	128,089	222,000	217,500	221,850	226,300
<b>OTHER</b>						
7 a	Diocesan Council Grants	45,552	25,000	25,000		
7 b	Diocesan Fundraising Consultant	-	10,000	-		
7 c	Bishop's Emergency Reserve	25,000	21,885	19,414		
7 d	Treasurers' Consultations	348	1,400	-		
	Subtotal	70,900	58,285	44,414	93,450	95,400
<b>TOTAL MINISTRY AND MISSION</b>		<b>663,510</b>	<b>773,085</b>	<b>667,314</b>	<b>680,400</b>	<b>694,000</b>

## Diocesan Organization

### DIOCESAN ORGANIZATION (IN \$)

		2016	2017	2018	2019	2020
		ACTUAL	BUDGET	DRAFT	FORECAST	FORECAST
<b>EPISCOPATE</b>						
8	a Bishop	223,593	227,000	229,400		
8	b Bishop's General Convention Travel	3,000	3,000	3,000		
8	c Executive Assistant	84,588	86,400	87,100		
8	d Hospitality	16,764	18,000	18,000		
8	e Keyman Insurance	514	550	550		
8	f Travel & Continuing Education	22,937	27,000	27,000		
	Subtotal	351,396	361,950	365,050	372,400	379,800
<b>OFFICE OF BISHOP STAFF</b>						
9	a Academic Dean	30,000	34,500	34,900		
9	b Bookkeeper	69,217	74,000	82,900		
9	c Admin. General (Part-time)	19,965	40,000	40,000		
9	d Admin. Program Support (Part-time)	-	40,000	40,000		
9	e Canon for Cong. Life & Leadership	76,769	156,400	140,000		
9	f Business Manager	78,281	79,900	77,100		
9	g Treasurer	191,869	196,100	197,200		
9	h Youth Minister	-	36,000	-		
	Subtotal	466,101	656,900	612,100	624,300	636,800
<b>ADMINISTRATION</b>						
<b>Diocesan Expense</b>						
10	a Advertising	1,709	2,600	-		
10	b Archives	2,801	5,000	5,000		
10	c Audit Expenses - Diocese	29,503	30,300	31,000		
10	d Chancellor's Expenses	1,451	5,000	4,000		
10	e Church Internet/Website Support	1,272	2,000	1,500		
10	f Contract Communications Coordinator	15,717	18,000	18,000		
10	g Diocesan Convention	4,721	8,000	20,000		
10	h Directors & Officers Insurance	6,460	7,200	7,200		
10	i General Convention Deputy Support	15,000	15,000	15,000		
10	j Legal & Related Expenses	183,566	20,000	20,000		
10	k Meeting Costs: Other	551	1,500	1,000		
10	l Strategic Initiatives	21,074	100,000	25,000		
10	m Office Expenses	54,889	62,400	62,400		

*Budget Page 7 (continues on next page)*

**DIOCESAN ORGANIZATION (IN \$) - Continued**

		2016	2017	2018	2019	2020
		ACTUAL	BUDGET	DRAFT BUDGET	FORECAST	FORECAST
<b>Diocesan Expense (cont.)</b>						
10	n Property - Cluett	52,405	57,000	57,000		
10	o Property - Diocese	10,013	25,000	15,000		
10	p Property - MacCray House	19,717	26,000	20,000		
10	q Property Taxes - Cluett Apartments, Parking	15,460	16,000	17,000		
10	r Province VIII Quota	12,000	6,000	6,000		
10	s Staff Continuing Education	17,791	15,000	15,000		
10	t Staff Support costs	11,553	10,200	10,200		
10	u Storage	8,050	7,600	8,700		
10	v Technology Support	26,308	40,000	25,000		
10	w The Episcopal Church Quota (Assessment)	304,800	283,200	287,700		
	Subtotal	816,811	763,000	671,700	685,100	698,800
<b>Ault Memorial Office Building Expense</b>						
11	a Cathedral Capital Reserve	34,000	34,000	34,000		
11	b Diocesan Office Cleaning Expenses	6,938	9,200	9,500		
11	c Security Shared with the Cathedral	7,800	14,000	15,000		
11	d Shared Cathedral Expenses	24,500	25,000	26,000		
	Subtotal	73,238	82,200	84,500	86,200	87,900
<b>Travel</b>						
12	a Governance Groups	34,033	30,000	35,000		
12	b Staff Travel	12,428	10,000	15,000		
	Subtotal	46,461	40,000	50,000	51,000	52,000
<b>Other</b>						
13	a Kapolei land	18,413	18,400	18,400		
13	b Medigap Program	23,673	24,400	24,400		
	Subtotal	42,086	42,800	42,800	43,700	44,600
<b>TOTAL DIOCESAN ORGANIZATION</b>		<b>1,796,093</b>	<b>1,946,850</b>	<b>1,826,150</b>	<b>1,862,700</b>	<b>1,899,900</b>



## Attachment 8: The Bishop's Report

### Bishop's Statistical Report

#### Clergy at October 2, 2017

Bishop Diocesan	1
Active	54
Retired	56
Licensed	18
Non-Parochial	74
Military Chaplains	2

According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2016 to October 1, 2017.

#### Admitted as Postulants for Holy Orders: 1

Alison Donohue

#### Admitted as Candidates for Holy Orders: 1

Ha'aheo Guanson

#### **Licensed Ministers**

<u>Eucharistic Ministers:</u>	Total of 173 with a current license 44 have been licensed in the past year
<u>Eucharistic Visitors:</u>	Total of 23 with a current license 4 have been licensed in the past year
<u>Worship Leaders:</u>	Total of 10 with a current license 2 have been licensed in the past year

#### **Clergy Changes**

##### Lost by Death: 3

Apr 10, 2017	Robert Eugene Walden
Aug 15, 2017	Rudolph Atherton Duncan
Aug 30, 2017	Richard Sui On Chang

##### Change of Canonical Residence out of the Diocese: 3

Jan 31, 2017	Jeanette Myers	To: Northern California
Feb 28, 2017	Roberta Taylor	To: Washington
May 9, 2017	Walter Brownridge	To: Maryland

##### Change of Canonical Residence into the Diocese: 1

Aug 3, 2017	Richard Cromwell	From: New Jersey
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**Ordinations**

To the Priesthood: 1

Jan 14, 2017

Annalise Marie Castro

To the Diaconate: 0

**Sacramental Acts**

Baptisms	6
Confirmations	54
Receptions	32
Reaffirmations	11
Burials	3
Marriages	1
Celebration of New Ministry	5

**Other**

Consents to the election of bishops:	13
Non-consents to election of bishops:	1
Consents to the resignation of bishops:	0

## Attachment 9: Official Clergy List

### ACTIVE CLERGY

Active, canonically resident in good standing in the Diocese of Hawai'i in the order of their residence, which is prefixed, with the year of their ordination to the diaconate, which is affixed, from May 1, 1945 through October 1, 2017.

		<b>Year of Ordination to Diaconate</b>
1986	The Rev. Imelda S. Padasdao (Priest) St. Elizabeth's, Priest Associate 1326 Konia Street; Honolulu, HI 96817	1986
1988	The Rev. Peter S. Fan (Priest) St. Elizabeth's, Priest Associate 832 Olokele Avenue; Honolulu, HI 96816	1980
1990	The Rev. Peter R. Besenbruch (Priest) 94-535 Anania Court, #101; Mililani, HI 96789	1982
1993	The Rev. Gregory M. Johnson (Priest) St. Mary's, Rector PO Box 893788; Mililani, HI 96789	1993
1996	The Rev. P.S. Noriaki Ueda (Priest) 71-1-201A, Enoki-cho, Shinjuku-ku, Tokyo, Japan 162-0806	1987
2000	The Rev. Cn. Randolph V.N. Albano (Priest) St. Paul's, Vicar 99-125 Uahi Street; Aiea, HI 96701	1979
2000	The Rt. Rev. Robert L. Fitzpatrick (Bishop) The Episcopal Diocese of Hawai'i, Bishop Diocesan 583 Kamoku Street, #3107; Honolulu, HI 96826	1986
2001	The Rev. Ajuko Ueda (Priest) 71-1-201A, Enoki-cho, Shinjuku-ku, Tokyo, Japan 162-0806	2001
2001	The Rev. Dcn. C.S. Honey Becker (Deacon) St. Mary's Episcopal Church, Deacon PO Box 819; Kailua, HI 96734	2001
2005	The Rev. Cn. Robert "Moki" Hino (Priest) The Cathedral of St. Andrew, Canon Administrator and Priest-in-Charge 229 Queen Emma Square; Honolulu, HI 96813	2005

2005	The Rev. Daniel Leatherman (Priest) 'Iolani School, Chaplain 168 18 <sup>th</sup> Street; Honolulu, HI 96818	1996
2006	The Rev. David Gierlach (Priest) St. Elizabeth's, Rector 231 Miloiki Place; Honolulu, HI 96825	2006
2008	The Rev. Richard Shields (Priest) 1441 Victoria Street, #403; Honolulu, HI 96822	1979
2009	The Rev. Paul A. Lillie (Priest) St. Mark's, Rector 3311 Campbell Avenue; Honolulu, HI 96815	2004
2009	The Rev. Dcn. Lisa Pang (Deacon) Episcopal Church in Micronesia, Deacon 237 Pugu Drive; Santa Rita, Guam 96915	2009
2010	The Rev. Richard A. Tardiff (Priest) 87-6627 Kekaa Place; Kealakekua, HI 96750	2004
2011	The Rev. Giovan Venable King (Priest) St. Christopher, Rector 115 Aikahi Loop; Kailua, HI 96734	2007
2011	The Ven. Irene E. Maliaman (Priest) Episcopal Church in Micronesia, Archdeacon 911 N. Marine Corps Drive; Upper Tumon, Guam 96913	1988
2011	The Rev. Cn. Malcolm Chun (Priest) 1620 Halekoa Drive; Honolulu, HI 96821	2011
2011	The Rev. Amy Crowe (Priest) Holy Innocents, Vicar 561 Front Street; Wailuku, HI 96761	2011
2011	The Rev. Corey Thornton (Priest) US Navy, Chaplain 808 Henderson Ct; Oceanside, CA 92058	2011
2011	The Rev. Dcn. Peter Wu (Deacon) St. Paul's, Deacon 7528 Nakalele Street; Honolulu, HI 96825	2011

2011	The Rev. David Stout (Priest) St. James', Rector 62-1326 Haleola St; Kamuela 96743	1997
2012	The Rev. Becky Tinnon (Priest) 13603 Marina Pointe Dr, A-622; Marina Del Rey, CA 90292	2008
2012	The Rev. Michael Tinnon (Priest) 13603 Marina Pointe Dr, A-622; Marina Del Rey, CA 90292	2008
2012	The Rev. Leo Loyola (Priest) 2016 Avignon Dr; Carrollton, TX 75007	2012
2012	The Rev. Dcn. Janice Watson (Deacon) 123 Buckeye Ave.; Johnstown, CO 80534	2008
2012	The Rev. Isaias Ginson (Priest) 100 Washington Ave; Plainview, NY 11803	2010
2012	The Rev. Kerith Harding (Priest) St. John's (Kula), Rector 8986 Kula Highway; Kula, HI 96790	2009
2013	The Rev. Helen Harper (Priest) 210 W. Drummond Ave.; Ridgecrest, CA 93555	2002
2013	The Rev. Ryan D. Newman (Priest) All Saints', Rector PO Box 429; 1067 Kuhio Hwy; Kapaa, HI 96746	2002
2013	The Rev. Dcn. Cris South (Deacon) 942 Alexis Lucia Road; Alexis, NC 28006	2013
2013	The Rev. Nicole Simopoulos-Pigato (Priest) 'Iolani School, Chaplain 563 Kamoku Street, #A4; Honolulu, HI 96826	2003
2013	The Rev. Dcn. Steve Costa (Deacon) St. Elizabeth's, Deacon 98-402 Koauka Loop, #1802; Aiea, HI 96701	2013
2013	The Rev. Kaleo Patterson (Priest) St. John the Baptist and St. Stephen's, Vicar 84-632 Widemann Street; Waianae, HI 96792	2013

2013	The Rev. Dcn. Duane Leach (Deacon) 818 Indigo Village Ct; Southport, NC 28461	2011
2014	The Rev. Irene Tanabe (Priest) Epiphany, Rector 888 Kapiolani Blvd, #809 Honolulu, HI 96813	2011
2014	The Rev. Diana Akiyama (Priest) St. Augustine's, Vicar 59-232 Ala Kahua Drive; Kamuela, HI 96743	1988
2015	The Rev. Ernesto Pasalo (Priest) St. Nicholas, Vicar 1309 Queen Emma Street, Apt 2B; Honolulu, HI 96813	2015
2015	The Rev. Raymond Woo (Priest) St. Luke's, Vicar 1717 Mott-Smith Drive, #2313; Honolulu, HI 96822	2015
2015	The Rev. Mahi Beimes (Priest) St. Matthew's, Vicar 47-166 Lile Place; Kaneohe, HI 96744	2015
2015	The Rev. Keleawe Hee (Priest) The Cathedral of St. Andrew, Priest Associate 1801 10 <sup>th</sup> Ave; Honolulu, HI 96816	2015
2015	The Rev. Paul Nahoia Lucas (Priest) St. John's By-the-Sea, Vicar 51-471 Kamehameha Hwy, Ka'a'awa 96730	2015
2015	The Rev. John. A. Hau'oli Tomoso (Priest) Good Shepherd, Priest Associate 51 Kuula Street; Kahului, HI 96732	2015
2016	The Rev. Matthew M. Lukens (Priest) 3501 Brookwood Rd; Birmingham, AL 35223	2013
2016	The Rev. Cn. Kate Cullinane (Priest) St. Clement, Interim Rector 6221 Keokea #132; Honolulu, HI 96825	1989
2016	The Rev. Christopher Golding (Priest) Emmanuel, Vicar 3608 McCorrison St.; Honolulu, HI 96815	2011

2016	The Rev. Craig Vance (Priest) Good Shepherd, Rector 301-2180 W. Vineyard Street; Wailuku, HI 96793	2005
2016	The Rev. Bruce DeGooyer (Priest) Trinity By-the-Sea; Vicar 518 Melemele Street; Kihei, HI 96793	2004
2016	The Rev. Annalise Pasalo (Priest) St. Andrew's Schools, Chaplain 1309 Queen Emma Street, Apt 2B; Honolulu, HI 96813	2016
2016	The Rev. Dcn. Lani Bowman (Deacon) St. Augustine's, Deacon 54-445 Kapaau Road; Kapaau, HI 96755	2016
2016	The Rev. Cn. Alexander Graham (Priest) The Episcopal Diocese of Hawai'i, Canon for Congregational Life and Leadership 563 Kamoku Street; Honolulu, HI 96826	2003
2016	The Rev. Heather Patton-Graham (Priest) 'Iolani School, Chaplain 563 Kamoku Street; Honolulu, HI 96826	2003
2016	The Rev. Andrew McMullen (Priest) St. Michael and All Angels, Priest-in-Charge 1017-2 Moanakai Rd; Kapaa, HI 96746	2006

### **RETIRED CLERGY**

Retired, canonically resident in good standing in the Diocese of Hawai'i in the order of their residence, which is prefixed, with the year of their ordination to the diaconate, which is affixed, from May 1, 1945 through October 1, 2017.

		<b>Year of Ordination to Diaconate</b>
1954	The Rev. W. Edwin Bonsey (Priest) 401 Santa Clara Avenue, #309; Oakland, CA 94610	1954
1954	The Rev. David P. Coon (Priest) PO Box 690; Kamuela, HI 96743	1954
1960	The Rev. William H. Aulenbach, Jr. (Priest) 5200 Irvine Boulevard, #59; Irvine, CA 92620-2024	1960

1961	The Rev. J. Hollis Maxson (Priest) St. Christopher, Priest Associate Pohai Nani; 45-090 Namoku Street, D-2; Kaneohe, HI 96744	1961
1962	The Rev. Thomas Yoshida (Priest) 1410 Makiki Street; Honolulu, HI 96814	1962
1963	The Rev. Cn. David K. Kennedy (Priest) 1 Keahole Place, #1212; Honolulu, HI 96825	1963
1963	The Rev. Guy Piltz (Priest) PO Box 1973; 62-2145 Ouli Street; Kamuela, HI 96743	1963
1966	The Rev. Gerald G. Gifford, II (Priest) 446 Kawaihae Street, #212; Honolulu, HI 96825	1952
1968	The Rev. Cn. Franklin S.H. Chun (Priest) The Episcopal Diocese of Hawai'i, Co-Chaplain to Retired Clergy 1163 Lunaanela Street; Kailua, HI 96734	1968
1968	The Rev. George Lee (Priest) 2468 Lamaku Place; Honolulu, HI 96816	1957
1971	The Rev. Richard E. Winkler (Priest) 202 Pin Oak Drive; Harker Heights, TX 76543	1971
1972	The Rev. Cn. Brian J. Grieves (Priest) 7007 Hawai'i Kai Drive, #A-21; Honolulu, HI 96825	1972
1973	The Rev. Imo S. Tiapula (Priest) PO Box 2030; Pago Pago, American Samoa 96799	1971
1974	The Rev. Jan Rudinoff (Priest) 2775 Kanani Street; Lihue, HI 96766	1972
1975	The Rev. Vincent O'Neill (Priest) 2296 Aztec Ruin Way; Henderson, NV 89044	1964
1977	The Rev. Lynette G. Schaefer (Priest) PO Box 1233; 225 Aahi Place; Kaunakakai, HI 96748	1977
1979	The Rev. Heather M. Mueller (Priest) 508 Woodrow Street; Taft, CA 93268	1979
1979	The Rev. Brian F. Nurdning (Priest)	1960



1144 Kumukumu Street, Apt. E; Honolulu, HI 96825

1983	The Rev. Dcn. Dorothy M. Nakatsuji (Deacon) 1725 Fern Street; Honolulu, HI 96826	1983
1985	The Rev. John B. Connell (Priest) 95-1050 Makaikai Street, Apt #17M; Mililani, HI 96789	1985
1985	The Rev. David J. Baar (Priest) St. John's (Kula), Priest Associate PO Box 427; Kula, HI 96790	1962
1985	The Rev. Dcn. Edith Sewell (Deacon) 18695 West Bernardo Drive, #8B; San Diego, CA 92127	1985
1987	The Rev. Charles W. Cannon (Priest) 291 Shady Glen Avenue; Point Roberts, WA 98281	1968
1988	The Rev. Marilyn R. Watts (Priest) 2133 S. Corona Street; Denver, CO 80210	1988
1991	The Rev. Thomas M. Van Culin (Priest) Lunalilo Home 501 Kekauluohi St, Rm 211-C; Honolulu, HI 96825	1991
1993	The Rev. Dcn. Leonard R. Howard (Deacon) 98-1128 Malualua Street; Aiea, HI 96701	1993
1993	The Rev. Donor Macneice (Priest) No. 5, Street 29, Tonle Bassac; Phnom Penh, Cambodia	1964
1995	The Rev. Carol M. Arney (Priest) 1840 University Ave. West, #104; Saint Paul, MN 55104	1995
1995	The Rev. Alejandro Geston (Priest) 91-1746 Bond Street; Ewa Beach, HI 96706	1967
1995	The Rev. Dcn. Agnes Patricia Reynolds (Deacon) 665 Paopua Loop; Kailua, HI 96734	1995
1997	The Rev. Dcn. Barbara Coan (Deacon) 1311 Nahele Place; Kapaa, HI 96746	1993
1997	The Rev. F. Kay Johnson (Priest) 18948 Columbus Mill Dr.; New Caney, TX 77357	1989

2000	The Rev. Walter Stevens (Priest) Pacific Health Ministry, Chaplain 7244 Kalalau Place; Honolulu, HI 96825	2000
2000	The Rev. John E. Turner (Priest) 19446 N. 110th Lane; Sun City, AZ 85373	2000
2001	The Rev. Teresa Bowden (Priest) 2201 South Lemay, #137; Fort Collins, CO 80525	2001
2001	The Rev. Dale C. Hathaway (Priest) 2079 Audubon Drive; Rock Hill, SC 29732	1982
2001	The Rev. Elizabeth A. Zivanov (Priest) 95108 Turnstone Court; Fernandina Beach, FL 32034	1993
2004	The Rev. Jodene Hawkins (Priest) 203 Kulipuu Street; Kihei, HI 96753	1990
2004	The Rev. Russell M. Johnson (Priest) 659 W. Redondo Place; Green Valley, AZ 85614	1987
2004	The Rev. Timothy Sexton (Priest) PO Box 181; Des Moines, NM 88418	1976
2006	The Rev. Thomas J. Buechele (Priest) 829 Boulder Creek Lane; Ashland, OR 97520	1967
2006	The Rev. William J. Albinger, Jr. (Priest) 92 Foster Street; Cambridge, MA 02138	2003
2007	The Rev. Andrew J. Walmisley (Priest) 424 Camino Sobrante; Orinda, CA 94563	1979
2008	The Rev. Dallas B. Decker (Priest) 18218 Paradise Mountain Road, #88; Valley Center, CA 92082	1976
2009	The Rev. Dcn. James Moore (Deacon) 214 C Lizama Street; Barrigada, Guam 96913	2009
2010	The Rev. Linda M. Decker (Priest) Church of the Good Shepherd, Priest Associate 307 S. Alu Road; Wailuku, HI 96793	2010
2010	The Rev. Austin B. Murray (Priest)	1973

2012	1117 Narrumson Road; Manasquan, NJ 08736 The Rev. Debra Vanover (Priest) 25 Hiatt Street; Lebanon, OR 97355	1996
2012	The Rev. David Blanchett (Priest) 910 Ahana Street, #707; Honolulu, HI 96814	2004
2013	The Rt. Rev. Donald Hart (Bishop) PO Box 461; Peterborough, NH 03458	1962
2015	The Rev. Alison Dingley (Priest) 1255 Nuuanu Ave, Apt E 1513; Honolulu, HI 96817	1978
2015	The Rev. Dcn. Viliami Langi (Deacon) St. Elizabeth's, Deacon 1125 Pua Ln, #3A; Honolulu, HI 96817	2015
2015	The Rev. Horace Gaylord Hitchcock (Priest) Stonewall Gardens #16; 2150 N. Palm Canyon Drive; Palm Springs, CA 92262	1972
2015	The Rev. George Clifford (Priest) 1177 Queen Street, #3303; Honolulu, HI 96814	1992
2016	The Rev. Marion Keator (Priest) St. James', Priest Associate 64-5119 Pukuniahi Place; Kamuela, HI 96743	2000
2017	The Rev. Richard Cromwell (Priest) 322 Aoloa Street, #1103; Kailua, HI 96734	1973

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

In the order of their residence, which is prefixed, with the year of their ordination in their polity, which is affixed, from May 1, 1945 through October 1, 2017.

		<b>Year of Ordination in Polity</b>
2003	The Rev. Diane Martinson (Priest) St. Peter's, Rector 1054 Green Street, #606; Honolulu, HI 96822 Synod: Pacifica Synod	1992

2016

The Rev. John Lunn (Priest)  
Grace, Vicar  
2210 Farrington Ave; PO Box 217; Hoolehua, HI 96729  
Synod: Pacifica Synod

1990

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

*+ Robert L. Fitzpatrick*

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

**OTHER LICENSED CLERGY**

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		<b>Year of Ordination to Diaconate</b>
11/29/09	The Rev. Alberto Alarcon (Priest) 95-1017 Kaapeha Street, #71; Mililani, HI 96789 Canonical Residence: Philippine Independent Church	1973
11/29/09	The Rev. Robert William Nelson (Priest) 93 Laukahi Street; Kihei, HI 96753 Canonical Residence: Alaska	1979
10/1/10	The Rev. David C. Moore (Priest) 587 Keolu Dr, Apt. D; Kailua, HI 96734 Canonical Residence: Olympia	1975
12/19/12	The Rev. Mary Tudela (Priest) 2110 Kaneka Street, #172; Lihue, HI 96766 Canonical Residence: Chicago	2004
4/19/16	The Rev. Linda Lundgren (Priest) 16441 Havelock Way; Lakeville, MN 55044 Canonical Residence: Minnesota	1993
8/18/16	The Rev. Rick Tiff (Priest) 1350 Ala Moana Blvd, #2907; Honolulu, HI 96814 Canonical Residence: Los Angeles	2005
8/19/16	The Rev. Philip James Paradine 411 Kaelepulu Dr, Unit B; Kailua, HI 96734 Canonical Residence: Virginia	1997
8/24/16	The Rev. Dwight Brown (Priest) 75-258 Malulani Dr.; Kailua-Kona, HI 96740 Canonical Residence: Virginia	1981
12/6/16	The Rev. Jon W. Conroe (Priest) 1020 Aoloa Place, #210-B; Kailua, HI 96734 Canonical Residence: Rio Grande	2015
1/24/17	The Rev. David Glaser (Priest) 15-2074 7 <sup>th</sup> Ave; Keeau, HI 96749 Canonical Residence: Michigan	2010

1/25/17	The Rev. Katlin McCallister (Priest) 3347 Francis St.; Honolulu, HI 96815 Canonical Residence: Arizona	2013
1/31/17	The Rev. Luis Rodriguez (Priest) Holy Nativity, Interim Rector 144 Nenu St.; Honolulu, HI 96821 Canonical Residence: New Hampshire	1998

**LICENSED LUTHERAN PASTORS**

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11/29/09	The Rev. Bruce P. Craft (Priest) 158 Akiohala Place; Kailua, HI 96734 Synod: Pacifica Synod
11/29/09	The Rev. Dale S. Burke (Priest) 95-108 Mahoa Place; Mililani, HI 96789 Synod: Pacifica Synod
1/21/16	The Rev. Keith Wolter (Priest) 95-743 Hokuwelowelo Place; Mililani, HI 96789 Synod: Pacifica Synod
7/6/17	The Rev. Jayaprakash Sabbithi (Priest) 1720 Huna St, #B-301; Honolulu, HI 96817 Synod: Pacifica Synod

## Attachment 10: Annual Report of the Treasurer

TO: Delegates to the 49<sup>th</sup> Annual Meeting of the Convention  
FROM: Peter Pereira, Treasurer  
SUBJECT: Annual Report of the Treasurer  
DATE: October 4, 2017

The Balance sheet of The Episcopal Church in Hawai'i on December 31, 2016 showed assets of \$42,304,865; liabilities of \$19,517,430 (of which \$18,292,295 represents parish/mission investments balances); and net assets of \$22,787,435. The total operating income of the Diocese exceeded operating expenses in 2016 by \$48,554. It should be noted that all congregations have paid their 2016 assigned assessments, except Trinity by-the-Sea.

James Hasselman, CPA, audited our financial statements. The audited financial statement is posted on our web site: [EpiscopalHawaii.org](http://EpiscopalHawaii.org) > Resources > Forms & Documents > Audits

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

### 2017

1. In your Annual Meeting Workbook, you will find the current Budget versus Actual Operating Report as of August 31, 2017. The report is summarized to cut printing costs. If you want a detail report, please call me.
2. In your Annual Meeting Workbook, you will also find a report on our Theological Education Offering for 2016. You will note that we contributed \$36,976, which amounted to approximately 40% of our 1% goal. Now is the time to be checking on the performance of your Parish or Mission this year so that we can meet our 1% goal in 2017.
3. Our Investment performance numbers are as follows: Year-to-date at 8/31/17 =8.3%; trailing 12 months = 7.6%; 3-Year trailing = 3.3%; since 6/30/92= 7.4%.
4. During the year the Commission on Finance and Administration met with our investment monitor and managers to review the performance of our investment portfolio and also to review our Investment Policy. We rebalance our portfolio when needed. We have a long-term view towards our portfolio management with the understanding that the stock market will experience fluctuations from time to time. We have a total return investment policy and spending policy. Our policies are implemented to ensure that there will be a steady stream of earnings annually, while at the same time ensuring that the fund assets will be there for the future. Our spending policy is set at a payout rate of five percent (5%) of the average market value of the Investment Fund over twelve quarters. In 2018 our payout rate will be 4% to keep in line what current industry practice and other nonprofit endowments are doing. The spending policy (which we will continue to review), together with sound investment performance, ensures that, over time, the fund will retain its ability to produce earnings. For more information, please go to our web

site:

[EpiscopalHawaii.org](http://EpiscopalHawaii.org) > Resources > Forms & Documents > Investments.

5. The setting up of the Shared Travel Expense Fund for the 2017 Diocesan Annual Meeting has been accomplished.
6. The assessment rate has been 20% since 2009, and the rate decreased to 19% in 2016 and 18.5% in 2017. The Diocesan Council has proposed further reductions to 18% in 2018.
7. The Compensation Review Committee (CRC) is submitting a compensation schedule reflecting a 1% increase over the current year. Please refer to the CRC report and the 2018 Clergy Compensation and Benefits policy for details.
8. During the year, I worked with treasurers advising and training them on various matters, such as taxes, accounting and audit, investments, insurance, parochial reports, employment, insurance and property issues. I also worked with them on refinancing loans from the bank at competitive rates for various renovation projects.
9. During the year, I coordinated with the auditors and treasurers to audit their churches' financial records. I know this takes additional time on your part to complete the audit work papers. Thanks to the church treasurers for doing the audit work papers.
10. I am working with the Church Insurance Company of Vermont to renew our property and liability insurance renewal for the year 2018. We continue to reap the benefit of working directly with Church Insurance Company of Vermont, which results in approximately \$50,000 savings in total premium per year.
11. The Photovoltaic (PV) program has taken a bit of my time this year. Thank you Albert Wong and Dixie Kaetsu for all your help. Progress continues on this project with the new contractor, Hawaii Energy Connection. Those congregations who had agreed to participate in this effort will be seeing construction soon.
12. We have increased our Legacy Society membership to 119. The purpose of the Legacy Society is to recognize those who have remembered their congregation, a ministry, or the Diocese in their estate plans, and – more so – to enable members to witness to the value of their church in their lives and to secure ministries for generations to come. Thank you, Legacy Society members, for including your congregation, a ministry or the Diocese in your will. Please consider joining the Legacy Society. Please go to our website to see the Planned Giving Material: [EpiscopalHawaii.org](http://EpiscopalHawaii.org) > Resources > Forms & Documents > Legacy Society.

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



## Balance Sheet

THE EPISCOPAL CHURCH IN HAWAI'I  
BALANCE SHEET  
August 31, 2017

ASSETS		
Petty Cash	200	
Cash in Bank	819,629	
Short Term Investments	130,186	
Accounts Rec. - Churches/Other	354,372	
Other Accounts Rec. & Prepaid Exp.	38,524	
Investments	37,619,850	
Loan Rec. - Churches/Camp	870,953	
Land & Buildings	3,175,813	
Assets Held in Trust	2,192,092	
TOTAL ASSETS		<u>45,201,619</u>
LIABILITIES		
Accounts Payable	21,732	
Accrued Vacation	19,234	
Annuity Payment Liab.	6,930	
Due to Churches/Other	51,595	
Security Deposits	16,980	
Postretirement Benefits	608,409	
Churches' Endowment	20,235,873	
Note Payable - Churches/Camp	671,209	
TOTAL LIABILITIES		<u>21,631,962</u>
NET ASSETS		
Unrestricted		
General Fund	656,296	
Plant Fund	3,175,813	
Investment Fund	4,029,722	
Temporarily Restricted		
General Fund	172,853	
Investment Fund	7,390,099	
Permanently Restricted		
Investment Fund	8,144,874	
TOTAL NET ASSETS		<u>23,569,657</u>
TOTAL LIABILITIES AND NET ASSETS		<u>45,201,619</u>

## Income Statement

### THE EPISCOPAL CHURCH IN HAWAI'I INCOME STATEMENT FOR THE PERIOD ENDED 8/31/17

	Actual 8/31/17	Budget YTD	Variance		Annual Budget
<b>INCOME</b>					
Assessments	1,146,151	1,146,157	(6)	<b>A</b>	1,719,235
Investments	332,115	339,000	(6,885)		678,000
Rentals	119,939	144,133	(24,194)	<b>B</b>	216,200
Other	2,141	54,333	(52,192)	<b>C</b>	106,500
<b>TOTAL INCOME</b>	<b>1,600,346</b>	<b>1,683,623</b>	<b>(83,277)</b>		<b>2,719,935</b>
<b>EXPENSES</b>					
<b>MINISTRY AND MISSION</b>					
Diocesan Initiatives	46,466	48,733	2,267		73,100
Congregational Support	180,749	198,267	17,518	<b>D</b>	297,400
Discipleship	66,654	75,800	9,146		113,700
Outreach and Justice	5,332	5,733	401		8,600
Ministry Development	116,236	150,667	34,431	<b>E</b>	222,000
Other	25,527	38,857	13,330	<b>F</b>	58,285
Subtotal Ministry and Mission	440,964	518,057	77,093		773,085
<b>DIOCESAN ORGANIZATION</b>					
Episcopate	231,347	241,483	10,136		361,950
Office of Bishop Staff Administration	349,788	437,933	88,145	<b>G</b>	656,900
Diocesan Expenses	454,277	511,500	57,223	<b>H</b>	763,000
Ault Memorial Office Bldg	53,307	54,800	1,493		82,200
Travel	27,521	26,667	(854)		40,000
Other	32,801	32,236	(565)		42,800
Subtotal Diocesan Organization	1,149,041	1,304,619	155,578		1,946,850
<b>TOTAL EXPENSES</b>	<b>1,590,005</b>	<b>1,822,676</b>	<b>232,671</b>		<b>2,719,935</b>
<b>SURPLUS</b>	<b>10,341</b>				

#### EXPLANATION OF SIGNIFICANT VARIANCES

- A** Assessment unpaid at 8/31/17 = \$106,057; see listing attached
- B** Due to no rental income from MacCray House
- C** Prior year surplus not used
- D** Mission audits only completed in September
- E** Due mainly to funds not spent for Clergy Conference, Curacy Support and other programs
- F** Due mainly to funds not requested for Diocesan Council grants
- G** Due to turnover of staff positions and not filling Admin. Program Support and Youth Minister positions
- H** Due mainly to savings on legal, technology support and Diocesan property expenses

## Assessment Balance Due

### THE EPISCOPAL CHURCH IN HAWAII

#### Current year (2017) Assessment Balance Due

	Assessment Outstanding 8/31/17	Payments made thru 9/26/17	Balance Due 9/26/17
Christ Church	\$26,018	\$-	\$26,018
St. John the Baptist	\$7,760	\$1,937	\$5,823
St. Mark's Episcopal Church	\$10,842	\$-	\$10,842
St. Matthew's	\$1,226	\$1,226	\$-
St. Michael & All Angels	\$6,296	\$5,180	\$1,116
St. Nicholas Church	\$11,580	\$5,790	\$5,790
St. Paul's	\$6,228	\$-	\$6,228
St. Stephen's Episcopal Church	\$2,770	\$-	\$2,770
St. Timothy's Episcopal Church	\$4,395	\$-	\$4,395
Trinity By-the-Sea Church	\$28,942	\$3,760	\$25,182
<b>Total</b>	<b>\$106,057</b>	<b>\$17,893</b>	<b>\$88,164</b>

## Diocesan Assessment

### THE EPISCOPAL CHURCH IN HAWAII DIOCESAN ASSESSMENT

CHURCH	2015 OPERATING INCOME	2017 DIOCESAN ASSESSMENT	2016 OPERATING INCOME	2018 DIOCESAN ASSESSMENT	2018 INCREASE/ (DECREASE)
		@ 18.5%		@ 18.0%	
ALL SAINTS'	249,690	<b>46,193</b>	273,642	<b>49,256</b>	3,063
CALVARY	142,626	<b>26,386</b>	188,644	<b>33,956</b>	7,570
CHRIST CHURCH	211,531	<b>39,133</b>	204,546	<b>36,818</b>	(2,315)
CHRIST MEMORIAL	196,290	<b>36,314</b>	206,793	<b>37,223</b>	909
EMMANUEL	237,510	<b>43,939</b>	249,768	<b>44,958</b>	1,019
EPIPHANY	325,955	<b>60,302</b>	300,598	<b>54,108</b>	(6,194)
GOOD SAMARITAN	123,338	<b>22,818</b>	78,276	<b>14,090</b>	(8,728)
GOOD SHEPHERD	359,958	<b>66,592</b>	389,730	<b>70,151</b>	3,559
GRACE	49,195	<b>9,101</b>	39,401	<b>7,092</b>	(2,009)
HOLY APOSTLES	306,044	<b>56,618</b>	300,098	<b>54,018</b>	(2,600)
HOLY INNOCENTS	172,253	<b>31,867</b>	165,923	<b>29,866</b>	(2,001)
HOLY NATIVITY	496,708	<b>91,891</b>	477,730	<b>85,991</b>	(5,900)
ST. ANDREW	1,561,311	<b>288,843</b>	1,680,683	<b>302,523</b>	13,680
ST. AUGUSTINE'S	119,359	<b>22,081</b>	187,216	<b>33,699</b>	11,618
ST. CHRISTOPHER	245,487	<b>45,415</b>	249,088	<b>44,836</b>	(579)
ST. CLEMENT	430,255	<b>79,597</b>	443,460	<b>79,823</b>	226
ST. ELIZABETH'S	486,073	<b>89,924</b>	491,698	<b>88,506</b>	(1,418)
ST. JAMES'	461,295	<b>85,340</b>	459,402	<b>82,692</b>	(2,648)
ST. JOHN BAPTIST	62,739	<b>11,607</b>	75,672	<b>13,621</b>	2,014
ST. JOHN'S, KULA	261,708	<b>48,416</b>	265,831	<b>47,850</b>	(566)
ST. JOHN'S BY/SEA	86,345	<b>15,974</b>	64,125	<b>11,543</b>	(4,431)
ST. JUDE'S	55,910	<b>10,343</b>	61,907	<b>11,143</b>	800
ST. LUKE'S	118,276	<b>21,881</b>	122,781	<b>22,101</b>	220
ST. MARK'S	351,618	<b>65,049</b>	340,013	<b>61,202</b>	(3,847)
ST. MARY'S	251,297	<b>46,490</b>	258,486	<b>46,527</b>	37
ST. MATTHEW'S	79,546	<b>14,716</b>	75,211	<b>13,538</b>	(1,178)
ST. MICHAEL	408,378	<b>75,550</b>	422,008	<b>75,961</b>	411
ST. NICHOLAS	125,188	<b>23,160</b>	84,040	<b>15,127</b>	(8,033)
ST. PAUL'S	201,966	<b>37,364</b>	241,231	<b>43,422</b>	6,058
ST. PETER'S	485,311	<b>89,783</b>	489,661	<b>88,139</b>	(1,644)
ST. STEPHEN'S	89,817	<b>16,616</b>	93,693	<b>16,865</b>	249
ST. TIMOTHY'S	285,083	<b>52,740</b>	412,438	<b>74,239</b>	21,499
TRINITY BY/SEA	168,169	<b>31,111</b>	174,363	<b>31,385</b>	274
WEST KAUA'I	86,923	<b>16,081</b>	82,197	<b>14,795</b>	(1,286)
<b>TOTAL</b>	<b>9,293,152</b>	<b>1,719,235</b>	<b>9,650,353</b>	<b>1,737,064</b>	<b>17,829</b>

## Theological Education Contribution Letter

March 1, 2017

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

Dear James:

Attached is our revised 2016 report on the 1% Theological Education Offering. In 2016, gifts totaled \$36,976 which is about 40% of the Operating Income Target.

Most of our churches gave to the Virginia Theological Seminary, Sewanee: The University of the South, Waiolaihui‘ia and Yale. Gifts also went to Society for the Increase of Ministry, CDSP, University of Toronto and others.

Faithfully yours,



Peter Pereira  
Diocesan Treasurer

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

## Theological Education Offerings

### THE EPISCOPAL CHURCH IN HAWAI'I THEOLOGICAL EDUCATION OFFERING



CHURCH	2015 Operating Income	2016 1% Amount	2016 Amount Given
ALL SAINTS'	249,690	2,497	
CALVARY	142,626	1,426	1,400
CHRIST CHURCH	211,531	2,115	
CHRIST MEMORIAL	196,290	1,963	2,500
EMMANUEL	237,510	2,375	2,101
EPIPHANY	325,955	3,260	
GOOD SAMARITAN	123,338	1,233	
GOOD SHEPHERD	359,958	3,600	1,000
GRACE	49,195	492	492
HOLY APOSTLES	306,044	3,060	2,000
HOLY INNOCENTS	172,253	1,723	
HOLY NATIVITY	496,708	4,967	
ST. ANDREW	1,561,311	15,613	12,000
ST. AUGUSTINE'S	119,359	1,194	1,250
ST. CHRISTOPHER	245,487	2,455	720
ST. CLEMENT	430,255	4,303	500
ST. ELIZABETH'S	486,073	4,861	
ST. JAMES'	461,295	4,613	10,000
ST. JOHN THE BAPTIST	62,739	627	
ST. JOHN'S, KULA	261,708	2,617	
ST. JOHN'S BY-THE-SEA	86,345	863	863
ST. JUDE'S	55,910	559	
ST. LUKE'S	118,276	1,183	200
ST. MARK'S	351,618	3,516	
ST. MARY'S	251,297	2,513	750
ST. MATTHEW'S	79,546	795	
ST. MICHAEL	408,378	4,084	
ST. NICHOLAS	125,188	1,252	
ST. PAUL'S	201,966	2,020	
ST. PETER'S	485,311	4,853	1,000
ST. STEPHEN'S	89,817	898	
ST. TIMOTHY'S	285,083	2,851	
TRINITY BY-THE-SEA	168,169	1,682	
WEST KAUA'I	86,923	869	200
TOTAL	9,293,152	92,932	36,976

## Investment Funds of the Episcopal Church in Hawai'i

AS OF JUNE 30, 2017

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<u>ALL SAINTS' CHURCH, KAPAA</u>			
Clergy Childrens' Education Fund	77.18386	6,843.25	5,590.25
Albert Horner Organ Maint Fund	69.52062	6,163.81	2,745.27
Eddie Ruby Scott Trust	375.96367	33,333.54	32,996.72
Etta Wilcox Sloggett Memorial Fund	329.26173	29,192.88	6,299.13
Emma Lyman Wilcox Memorial Fund	320.97998	28,458.60	5,823.91
Henry Willey Columbarium	178.46241	15,822.76	6,843.14
Ramona R. Walden Altar Fund	74.55538	6,610.20	5,919.09
Rector's Equity Allowance	106.99618	9,486.45	9,114.99
Willey Memorial Fund	551.57934	48,903.91	22,135.18
	<u>2,084.50317</u>	<u>184,815.40</u>	<u>97,467.68</u>
<u>CAMP MOKULĒ'IA, O'AHU</u>			
Margaret Root Clarke Memorial Camp Scholarship Fund	80.55388	7,142.04	3,152.10
Margaret Monterio Mem Campership	166.47594	14,760.03	7,121.25
	<u>247.02982</u>	<u>21,902.07</u>	<u>10,273.35</u>
<u>CHRIST CHURCH, KEALAKEKUA, HI</u>			
Christ Church Property	443.02642	39,279.44	42,220.09
David Douglas Wallace Mem Endow Fd	47.86204	4,243.53	1,875.93
Parish Designated Trust Fund	233.28431	20,683.36	17,650.20
Ellen C Hall Fund	179.82721	15,943.77	5,441.53
Dora Greenwell Bryant Pennell Fund	23.86118	2,115.57	982.33
The Greenwell Memorial Trust	629.19151	55,785.13	43,711.17
Restoration/Renovation Fund	308.70923	27,370.66	20,770.01
Mission Fund	104.22328	9,240.60	5,336.50
S.H. Davis Fund	0.85394	75.71	79.14
	<u>1,970.83912</u>	<u>174,737.77</u>	<u>138,066.90</u>
<u>CHRIST MEMORIAL CHURCH, KILAUEA</u>			
Eddie Ruby Scott Trust	392.27916	34,780.10	34,444.84
Building Maintenance Fund	740.23664	65,630.57	64,732.66
St. Thomas Building Fund	1,021.66027	90,582.05	88,786.99
	<u>2,154.17607</u>	<u>190,992.72</u>	<u>187,964.49</u>

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<u>DIOCESAN - BUDGET</u>			
Episcopate Endowment Fund	46,602.11478	4,131,818.57	2,476,469.50
Edwin Lani and Puanani Hanchett Memorial Mission Fund	240.23393	21,299.53	10,868.38
Hawaiian Church Chronicle	217.57126	19,290.22	10,063.37
Helen Hagemeyer Endowment Fund	11,826.88859	1,048,591.00	952,284.59
Mary Y.C. Ing Restoration Fund	19,775.11485	1,753,293.54	1,656,640.98
Thomas Dowell Phillips Mem Pen Fd	484.93142	42,994.80	22,955.40
Von Holt Fund	43,354.37810	3,843,869.01	3,285,129.37
	<u>122,501.23293</u>	<u>10,861,156.67</u>	<u>8,414,411.59</u>
<u>DIOCESAN - OTHERS</u>			
The Rev. J. Thurlow and Jane Baker Memorial Fund	2,169.86713	192,383.92	180,589.94
Bishop's Pastoral Fund	1,031.77917	91,479.20	77,954.31
The Chang Clergy Children's Scholarship Fund	1,191.38616	105,630.22	104,682.71
Bishop's Special Fund	376.55381	33,385.87	28,136.47
Clergy Continuing Education Fund	7,170.99384	635,791.87	500,439.22
Diocesan Capital Reserve	1,025.27574	90,902.60	87,775.07
Diocesan General Fund	4,463.44356	395,736.10	396,768.49
Eleanore McKinney Endowment Fund	489.01124	43,356.52	37,444.00
Election Process Fund	2,176.64025	192,984.43	189,373.59
Episcopate Construction Fund	174.95312	15,511.63	13,394.60
George Hebrank Endowment Fund	777.80578	68,961.51	64,488.62
Harry & Katherine Kennedy Memorial Fund	605.63940	53,696.96	47,476.76
Hurricane Deductible & Earthquake Reserve Fund	13,790.57967	1,222,695.01	1,197,671.11
Katherine Hanley Wery Trust	1,024.38381	90,823.52	86,460.48
Kenneth & Ruth Perkins Endowment Fund	1,866.09324	165,450.83	157,819.18
Lambeth Conference Travel Fund	437.00395	38,745.47	37,000.33
Linberg Revolving Fund	10,500.20178	930,964.81	837,800.07
Medigap Fund	1,965.63968	174,276.78	171,815.73
Mission Fund	690.26082	61,199.64	58,079.52
Morimasa & Myrtle Kaneshiro Fund	603.50472	53,507.70	52,740.66
Eric Potter Memorial Fund	233.82803	20,731.57	20,107.06
Alice Anne Rice Endowment Fund	2,469.16964	218,920.56	212,478.39
Scholarship Fund	5,202.78390	461,287.20	378,074.79
St. George's Endowment Fund	11,711.67603	1,038,376.06	1,015,317.74
Victory Fund	1,331.13051	118,020.18	116,925.81
	<u>73,479.604980</u>	<u>6,514,820.16</u>	<u>6,070,814.65</u>



	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<u>TRUST ENDOWMENTS</u>			
<u>EMMANUEL EPISCOPAL CHURCH, KAILUA</u>			
Church Renovation Fund	913.59679	81,000.96	76,462.86
Emmanuel Church, Special Fund	1,374.80785	121,892.68	120,846.36
Gratia McConkey Memorial	253.79726	22,502.07	22,510.13
The Leroy, Charlotte & Valarie Green Endowment Fund	166.59201	14,770.32	11,330.62
Joseph J and Anna P Lovell Tr Fund	1,023.79969	90,771.73	81,657.81
Maggie Nott Fund	332.31946	29,463.98	27,932.22
Church Undesignated Operating Reserve Fund	746.22252	66,161.29	68,960.59
Rowe Fund	134.75083	11,947.23	11,429.14
Various Memorial Funds	98.94612	8,772.72	8,309.53
Youth Ministry Fund	40.05890	3,551.69	3,403.50
	<u>5,084.89143</u>	<u>450,834.67</u>	<u>432,842.76</u>
<u>EPIPHANY CHURCH, HONOLULU</u>			
Candle Fund	48.34759	4,286.58	1,584.34
Wilfred Richardson Mem Flower Fund	15.31750	1,358.07	753.44
Sophia Taylor Mem Altar Guild Fund	34.33220	3,043.95	1,343.96
Georgiana Crutchfield Memorial Fund	46.66712	4,137.58	3,530.92
	<u>144.66441</u>	<u>12,826.18</u>	<u>7,212.66</u>
<u>GOOD SAMARITAN</u>			
Church Unrestricted A/C	80.02110	7,094.80	5,866.41
Preschool Unrestricted A/C	178.73740	15,847.15	15,837.07
Church Operational A/C	229.28077	20,328.40	17,321.28
	<u>488.03927</u>	<u>43,270.35</u>	<u>39,024.76</u>
<u>GOOD SHEPHERD CHURCH, WAILUKU</u>			
Clergy Housing Trust	2,287.72796	202,833.65	196,869.04
Altar Guild Fund	83.20354	7,376.96	7,506.54
Bross Memorial Youth Fund	2,839.50129	251,754.76	263,303.76
Memorial Fund	286.49676	25,401.26	25,259.70
Seminarian Scholarship Fund	85.63866	7,592.86	7,784.48
	<u>5,582.56821</u>	<u>494,959.49</u>	<u>500,723.52</u>

	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<u>TRUST ENDOWMENTS</u>			
<u>CHURCH OF THE HOLY APOSTLES, HILO</u>			
Auto Replacement Fund	15.34438	1,360.46	1,170.29
Babe Chillingworth Memorial Fund	83.96698	7,444.65	7,347.80
Vestment Fund	234.28129	20,771.76	16,690.63
Thomas and May Cook Memorial Fund	1,657.43537	146,950.89	116,587.69
The Kilauea Fund	6,566.49759	582,196.25	378,969.71
Program/Clergy Fund	698.21971	61,905.28	51,478.15
Martha E Wakefield Mem Vicarage Fd	1,589.52803	140,930.12	92,271.74
Ronald C Yoder Memorial Fund	184.13110	16,325.36	13,723.24
Joseph Clark Young People's Fund	24.09934	2,136.69	2,052.92
Altar Linen Fund	77.22389	6,846.79	6,227.07
Kitagawa Memorial Fund	5.84028	517.81	459.17
Mae Marcellino Memorial	9.30166	824.70	743.43
	<u>11,145.86962</u>	<u>988,210.76</u>	<u>687,721.84</u>
<u>HOLY INNOCENTS CHURCH</u>			
Kahi Maluhia Trust Fund	550.81258	48,835.93	50,682.74
	<u>550.81258</u>	<u>48,835.93</u>	<u>50,682.74</u>
<u>HOLY NATIVITY CHURCH, HONOLULU</u>			
Columbarium	519.87449	46,092.91	46,559.65
Concert	217.57381	19,290.44	19,485.78
Nellie Hartman	5,924.15656	525,245.26	529,747.19
Capital Improvements	791.91182	70,212.18	72,457.38
Hjorth	171.52024	15,207.26	15,361.25
General Operating Endowment	9,255.79804	820,633.97	839,429.83
Memorial	444.96503	39,451.32	39,850.81
Margaret L Montgomery Trust Fund	312.08727	27,670.16	25,206.19
	<u>17,637.88726</u>	<u>1,563,803.50</u>	<u>1,588,098.08</u>
<u>HOLY NATIVITY SCHOOL, HONOLULU</u>			
General and Reserve Fund	4.72783	419.18	412.26
Reed Glover Endowment Fund	5.30052	469.95	476.57
Church Endowment Fund	5.14546	456.20	462.25
Hagemeyer Scholarship Endowment Fund	2,562.02806	227,153.54	211,710.76
Scholarship Endowment Fund	5.34559	473.95	480.82
Bellows Scholarship Endowment Fund	90.70797	8,042.31	8,184.46
Ruth Alison Bastis Endowment Fund	1,543.96592	136,890.51	149,306.02
	<u>4,217.22135</u>	<u>373,905.64</u>	<u>371,033.14</u>

	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<u>TRUST ENDOWMENTS</u>			
<u>ST. AUGUSTINE'S EPISCOPAL CHURCH, KAPAAU</u>			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	418.23212	37,081.13	30,495.64
Building Fund	1,215.84644	107,798.90	104,663.07
Richard & Helen Hagemeyer Fund	957.12358	84,860.12	86,280.99
St Augustine's Church Yard Fund	227.41745	20,163.20	15,832.69
The Clergy Support Fund	1,001.58972	88,802.56	88,304.46
Carson and Rosemary Rasmussen Clergy Endowment Fund	7,169.98196	635,702.15	635,885.06
	<u>10,990.19127</u>	<u>974,408.06</u>	<u>961,461.91</u>
<u>THE CATHEDRAL OF ST. ANDREW</u>			
Candle Fund	91.41544	8,105.04	2,105.91
Capital Reserve Fund	1,204.95119	106,832.91	105,368.45
Cathedral Endowment	15,640.77204	1,386,736.05	1,358,133.63
Augustine Powers	1,028.35286	91,175.42	91,080.41
Living Endow, Clergy, Etc.	405.59210	35,960.45	35,922.97
The Deanery	222.37338	19,715.98	13,872.95
Choir	64.25061	5,696.56	5,690.62
Organist	66.82053	5,924.42	5,918.24
W Armitage Carlisle	279.57335	24,787.42	24,611.75
Guild & Aux	967.30503	85,762.82	26,397.80
Young Memorial	843.12461	74,752.79	22,062.99
Anderson Memorial	175.89818	15,595.42	7,819.21
Devonish	12.19793	1,081.49	792.41
Tenney	100.78831	8,936.05	2,518.51
Palmer	401.22680	35,573.41	24,907.64
Maintenance & Renovation	920.73255	81,633.63	25,963.01
Memorial Buildings	1,021.36260	90,555.65	26,978.83
Outreach	401.31904	35,581.59	25,913.06
Nellie Alice Russell	232.04118	20,573.14	18,790.43
Abbe Green	49.28980	4,370.11	2,630.82
Soper	49.29003	4,370.13	2,627.97
R. Hicks Memorial	291.81887	25,873.13	23,665.24
Orvis Music Fund	1,960.65932	173,835.21	167,713.95
	<u>26,431.15575</u>	<u>2,343,428.82</u>	<u>2,021,486.80</u>

	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<b>TRUST ENDOWMENTS</b>			
<b><u>ST. ANDREW'S SCHOOLS</u></b>			
Alumnae Association Scholarship Fund	498.96130	44,238.71	27,645.06
British Benevolent Society Scholarship Class of 1966 Endowed Fund for Hawaiian Culture	281.40480	24,949.80	12,018.30
E E Ford Foundation	310.61065	27,539.24	26,138.08
Frederick Mitchell Endowment	308.96774	27,393.58	16,035.01
Fred H. & Ruth K. Shintaku Scholarship Fund	155.45274	13,782.69	14,158.73
Bishop Harry S Kennedy Schl Fund	918.64235	81,448.31	74,707.70
Sister Evelyn Scholarship Fund	329.91324	29,250.64	17,914.74
Vance O Smith Trust Fund	221.71650	19,657.74	8,681.62
Betty V Von Holt Scholarship Fund	569.30438	50,475.44	31,138.09
Class of 1937 Scholarship Fund	146.43550	12,983.21	5,761.85
Muriel M. Thayer Scholarship Fund	23.50407	2,083.91	2,143.81
Withington Foundation Fund	100.11442	8,876.31	9,249.51
Nikaido Fund for General Endowment	17.72872	1,571.86	1,574.15
Peter B Ogilby Scholarship Fund	20.40217	1,808.89	1,584.87
Phyllis Kanoe Cockett Endowed Scholarship Fund	284.78679	25,249.66	25,109.24
Queen Emma General Scholarship Fund	5,120.06809	453,953.49	258,689.06
Eleanor Wilcox Carney Financial Aid Fund	206.63024	18,320.17	17,843.44
Ellen K. Brazauski Scholarship Fund	187.48494	16,622.72	15,702.18
Class of 1951 Scholarship Fund	75.39880	6,684.98	6,440.25
Yoshie Isoshima Fund	416.88332	36,961.55	35,663.69
Sarah Horswill Kauka Scholarship Fund	226.58794	20,089.65	19,253.56
Operational Endowment Fund	334.35316	29,644.29	28,052.39
Class of 1952 Faculty Advancement Fund	536.13104	47,534.24	45,442.84
Solien Science and Math Endowment Fund	619.69450	54,943.11	52,288.13
	<u>12,147.70767</u>	<u>1,077,035.34</u>	<u>772,164.29</u>
<b><u>ST. ANDREW'S CATHEDRAL FOUNDATION</u></b>			
General Endowment Fund	29,814.60360	2,643,410.79	2,621,932.34
Kenneth & Ruth Perkins Endowment Fund	1,853.94970	164,374.17	157,405.86
	<u>31,668.55330</u>	<u>2,807,784.96</u>	<u>2,779,338.20</u>
<b><u>ST. CHRISTOPHER CHURCH, KAILUA</u></b>			
Rector's Hsg. Endow Fund	1,845.49638	163,624.68	156,740.34
General Endowment	3,411.98447	302,512.04	291,198.65
Outreach Endow Fund	966.99423	85,735.27	57,278.17
	<u>6,224.47508</u>	<u>551,871.99</u>	<u>505,217.16</u>

	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<b>TRUST ENDOWMENTS</b>			
<b><u>ST. CLEMENT PARISH, HONOLULU</u></b>			
Brodhead Fund for Social / Adult Education	494.69573	43,860.52	36,307.13
Brodhead Memorial Fund for Prayer Books & Hymnals	26.40237	2,340.88	1,696.25
Chapel of Peace Maintenance Fund	913.81954	81,020.71	71,708.13
Cooke Organ Fund	0.33912	30.07	30.39
General Fund	233.72594	20,722.52	15,236.71
	<u>1,668.98270</u>	<u>147,974.70</u>	<u>124,978.61</u>
<b><u>ST. ELIZABETH'S CHURCH, HONOLULU</u></b>			
Joseph Ho Foundation	3,795.12279	336,481.70	383,943.31
Hon Endowment Fund	74.67230	6,620.57	3,110.53
Val and Abbie Peroff Trust	127.21225	11,278.84	10,672.18
Scholarship Trust	526.85708	46,712.00	53,771.76
	<u>4,523.86442</u>	<u>401,093.11</u>	<u>451,497.78</u>
<b><u>ST. JOHN'S, KULA, MAUI</u></b>			
Shim-Mark-Littell Endowment	1,274.51550	113,000.60	113,876.45
Cemetery Perpetual Care Fund	290.23823	25,732.99	22,446.41
Facility Repair, Replacement and Improvement Fund	686.33020	60,851.14	59,306.52
Grounds and Cemetery Improvement Fund	413.22501	36,637.20	35,868.62
Holy Spirit Super Fund	845.11222	74,929.01	73,615.59
St. John's Endowment Fund	820.15863	72,716.59	68,177.48
	<u>4,329.57979</u>	<u>383,867.53</u>	<u>373,291.07</u>
<b><u>ST. JOHN'S BY-THE-SEA, KANEOHE</u></b>			
General Endowment Fund	859.01591	76,161.73	78,242.50
Lot Lau Endowment Fund	271.93325	24,110.04	23,124.51
	<u>1,130.94916</u>	<u>100,271.77</u>	<u>101,367.01</u>
<b><u>ST. MARK'S EPISCOPAL CHURCH</u></b>			
Father Aiona Theological Education Fund Endowment Fund	41.24974	3,657.27	3,722.64
Elsie Okada Restricted Fund	745.04912	66,057.26	62,776.39
Princess Abigail Kawananaoia Fund	145.26646	12,879.56	12,872.06
	<u>62.05109</u>	<u>5,501.55</u>	<u>5,110.58</u>
	<u>993.61641</u>	<u>88,095.64</u>	<u>84,481.67</u>
<b><u>ST. MICHAEL, LIHUE, KAUAI</u></b>			
Edie Wilcox	1,001.91621	88,831.51	84,674.68
The Ike Kampmann III Education Fund	478.82530	42,453.42	43,389.39
Eddie Ruby Scott Trust	467.65732	41,463.25	41,367.26
Nancy & Holbrook Goodale Fund	4,641.91523	411,559.68	406,367.02
Scheduled Maintenance Fund	571.46670	50,667.16	49,228.98
Legacy Endowment Fund	2,949.87319	261,540.51	248,934.71
Wilcox Rectory Endowment	1,282.39317	113,699.04	109,166.09
	<u>11,394.04712</u>	<u>1,010,214.57</u>	<u>983,128.13</u>
	Total	Market Value @	Balance End of

TRUST ENDOWMENTS	Shares	88.661611	Quarter (Cost)
<u>ST. NICHOLAS</u>			
Jensen-Malvin Memorial Fund	166.33517	14,747.54	12,220.28
Hono'uliuli Mission Fund	433.86616	38,467.27	34,611.21
Beverly Booth Memorial Fund	42.65870	3,782.19	3,474.48
	<u>642.86003</u>	<u>56,997.00</u>	<u>50,305.97</u>
<u>ST. PAUL'S, HONOLULU</u>			
Building Fund	4,734.45785	419,764.66	361,702.18
Bryon a Devonish Candle Fund	65.14277	5,775.66	4,739.22
Youth Group Fund	118.02637	10,464.41	11,651.01
	<u>4,917.62699</u>	<u>436,004.73</u>	<u>378,092.41</u>
<u>ST. PETER'S, HONOLULU</u>			
Capital Improvements Endowment Reserve Fund	233.86497	20,734.84	21,748.20
Columbarium Perpetual Care Fund	5,951.72127	527,689.20	532,442.55
General Endowment Fund	1,255.70406	111,332.74	116,467.19
Katherine Kong Endowment Fund	3,723.75752	330,154.34	361,773.17
Katherine Hanely Wery Outreach & Counseling Fund	352.75440	31,275.77	32,666.65
Lydia Y.F. Moo	2,036.30641	180,542.21	172,511.67
Mission Endowment Fund	46.72236	4,142.48	4,298.56
Raymond Kong Endowment Fund	2,018.68773	178,980.11	197,104.53
Albert C. Kong Endowment Fund	611.26257	54,195.52	56,833.82
Restricted Endowment Fund	573.24561	50,824.88	49,951.24
	753.16629	66,776.94	73,372.85
	<u>17,557.19319</u>	<u>1,556,649.03</u>	<u>1,619,170.43</u>
<u>ST. STEPHEN'S, WAHIAWA</u>			
Frank E Ahrendt Memorial Fund	755.08327	66,946.90	51,671.07
Combined Memorial Fund	152.00843	13,477.31	10,354.08
Mary Tree Hatlelid Music Fund	50.42787	4,471.02	4,494.95
The Solomon P. McCurdy Memorial Fund	469.43347	41,620.73	39,368.61
The France Memorial Fund	132.61099	11,757.50	9,172.59
Gerda Rutherford Fund	170.95274	15,156.95	13,245.20
	<u>1,730.51677</u>	<u>153,430.41</u>	<u>128,306.50</u>
<u>ST. TIMOTHY'S, AIEA</u>			
Garduque Memorial Fund	42.77561	3,792.55	3,769.34
St. Timothy's Aiea Family Center	340.35583	30,176.50	30,317.95
STCC-Marion P. Tappe Scholarship Fund	24.68743	2,188.83	2,286.98
St. Timothy's Children's Center (STCC)	18.01600	1,597.33	1,577.06
St. Timothy's Fund	1,586.56934	140,667.79	139,119.77
Takafuji Memorial Fund	227.95395	20,210.76	20,087.06
	<u>2,240.35816</u>	<u>198,633.76</u>	<u>197,158.16</u>

	Total Shares	Market Value @ 88.661611	Balance End of Quarter (Cost)
<b>TRUST ENDOWMENTS</b>			
<b>TRINITY BY-THE-SEA, KIHEI</b>			
The Carol Law Memorial Columbarium Fund	81.37631	7,214.95	6,989.41
Trinity Investment Fund	1,223.74165	108,498.91	105,128.07
	<u>1,305.11796</u>	<u>115,713.86</u>	<u>112,117.48</u>
<b>MISCELLANEOUS</b>			
Daughters of the King	12.85088	1,139.38	1,136.33
Episcopal Church in Micronesia	1,198.72727	106,281.09	104,111.61
Episcopal Church Women of Hawai'i	360.08748	31,925.94	29,592.54
ECW - Diocesan Altar Guild	102.47550	9,085.64	8,864.02
Iolani Guild Scholarship Fund	1,047.92677	92,910.88	95,065.37
Queen Emma Chapel Missions Fund	923.45073	81,874.63	78,641.72
Henry Digby Sloggett Memorial Fund	18,632.98934	1,652,030.85	1,498,167.55
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	172.54339	15,297.97	12,448.73
Grace Church-Richard and Helen Hagemeyer Endowment Fund	1,118.47498	99,165.79	95,936.12
Morimasa & Myrtle Kaneshiro Restricted Fund	155.99361	13,830.64	13,632.38
St. George's Pearl Harbor Permanent Endowment Fund	187.52700	16,626.45	14,620.15
St. George's Preschool Endowment Fund	14.77299	1,309.80	1,218.75
St. James' Unrestricted Fund	3,737.99291	331,416.47	321,643.08
St. John's Episcopal School Bldg. Replacement Fund (Guam)	141.70368	12,563.68	10,412.49
St. Jude's Unrestricted Fund	954.58574	84,635.11	87,809.68
St. Mary's Building Portfolio	736.74140	65,320.68	68,429.99
St John the Baptist - Richard & Helen Hagemeyer Endowment Fund	902.90672	80,053.16	75,575.62
The Waikiki Episcopal Chapel Endow Fund	5,918.25445	524,721.97	509,976.95
Tom and Hatsune Sekimura Fund (qtrly distributions to Good Samaritan 1/1/15- 12/31/29, transfer to TECH 1/1/2030)	266.72341	23,648.13	22,951.18
Women of Vision	127.26050	11,283.12	10,813.54
West Kaua'i Endowment Fund	317.85731	28,181.71	25,544.58
<b>TOTAL</b>	<u>424,217.98205</u>	<u>37,611,849.68</u>	<u>33,326,494.12</u>

Average Sunday Attendance – By County

CHURCH	County	2012	2013	2014	2015	2016
CHRIST CHURCH	Hawai'i	71	73	60	67	62
HOLY APOSTLES	Hawai'i	92	94	90	92	104
ST. AUGUSTINE'S	Hawai'i	83	79	71	72	70
ST. JAMES'/ST COLUMBA'S	Hawai'i	124	146	147	158	170
ST. JUDE'S	Hawai'i	29	33	38	42	45
<b>Hawai'i Total</b>		<b>399</b>	<b>425</b>	<b>406</b>	<b>431</b>	<b>451</b>
ALL SAINTS'	Kaua'i	95	100	111	122	120
CHRIST MEMORIAL	Kaua'i	39	36	38	41	46
ST. MICHAEL	Kaua'i	175	187	166	139	113
WEST KAUA'I	Kaua'i	34	40	41	42	42
<b>Kaua'i Total</b>		<b>343</b>	<b>363</b>	<b>356</b>	<b>344</b>	<b>321</b>
GOOD SHEPHERD	Maui	153	155	151	130	147
GRACE	Maui	27	25	36	29	32
HOLY INNOCENTS	Maui	82	87	87	79	42
ST. JOHN'S, KULA	Maui	94	92	101	95	101
TRINITY BY/SEA	Maui	64	68	65	63	53
<b>Maui Total</b>		<b>420</b>	<b>427</b>	<b>440</b>	<b>396</b>	<b>375</b>
CALVARY	O'ahu	50	43	55	49	46
EMMANUEL	O'ahu	52	59	56	59	56
EPIPHANY	O'ahu	118	118	103	93	86
GOOD SAMARITAN	O'ahu	28	29	29	24	21
HOLY CROSS	O'ahu	7	8	8	0	0
HOLY NATIVITY	O'ahu	104	97	96	104	88
ST. ANDREW	O'ahu	252	257	274	218	244
ST. CHRISTOPHER	O'ahu	114	112	115	106	93
ST. CLEMENT	O'ahu	149	143	135	121	109
ST. ELIZABETH'S	O'ahu	165	176	191	217	220
ST. JOHN THE BAPTIST	O'ahu	20	25	26	60	29
ST. JOHN'S BY-THE-SEA	O'ahu	39	35	39	31	30
ST. LUKE'S	O'ahu	23	26	30	24	25
ST. MARK'S	O'ahu	101	103	103	104	108
ST. MARY'S	O'ahu	52	49	69	73	76
ST. MATTHEW'S	O'ahu	34	31	28	25	20
ST. NICHOLAS	O'ahu	81	92	96	73	33
ST. PAUL'S	O'ahu	220	229	223	226	225
ST. PETER'S	O'ahu	94	97	97	103	110
ST. STEPHEN'S	O'ahu	48	50	28	33	37
ST. TIMOTHY'S	O'ahu	104	107	63	78	109
<b>O'ahu Total</b>		<b>1855</b>	<b>1886</b>	<b>1864</b>	<b>1821</b>	<b>1765</b>
<b>TOTAL</b>		<b>3017</b>	<b>3101</b>	<b>3066</b>	<b>2992</b>	<b>2912</b>



### Pledge Per Week (2016), Ranking

CHURCH	# Of Pledge Cards	Pledge %	Dollars Pledged	Annual Pledge	Avg Weekly pledge/card
Holy Apostles	47	69%	207,734	4,420	85
St Nicholas	16	79%	66,196	4,137	80
St Mark	58	58%	197,246	3,401	65
St Michael	81	58%	242,872	2,998	58
St Peters	66	39%	192,820	2,922	56
Emmanuel	46	52%	130,476	2,836	55
St Clement	86	53%	236,458	2,750	53
St Timothy's	44	27%	111,290	2,529	49
Calvary	24	32%	59,888	2,495	48
All Saints'	72	65%	178,412	2,478	48
St Stephen	17	43%	40,299	2,371	46
Holy Nativity	61	29%	140,206	2,298	44
St Christopher's	78	70%	173,278	2,222	43
Trinity BTS	38	46%	80,424	2,116	41
St James	106	46%	212,525	2,005	39
Epiphany	81	53%	160,244	1,978	38
St John the Baptist	8	21%	15,725	1,966	38
Holy Innocents	45	53%	88,185	1,960	38
St John's (Kula)	78	57%	151,233	1,939	37
St Andrew	118	13%	217,697	1,845	35
Christ Memorial	19	17%	34,450	1,813	35
St Augustine's	30	28%	52,570	1,752	34
St Jude's	16	44%	27,168	1,698	33
St John BTS	30	72%	46,322	1,544	30
Grace	19	72%	28,454	1,498	29
St Mary	76	41%	107,186	1,410	27
St Elizabeth's	85	24%	119,772	1,409	27
St Luke's	22	24%	29,551	1,343	26
Good Shepherd	95	30%	117,966	1,242	24
West Kaua'i	42	60%	49,355	1,175	23
Good Samaritan	23	31%	24,310	1,057	20
St Matthew's	20	24%	17,853	893	17
St Paul's	121	30%	73,286	606	12
Christ Church	44	8%	15,845	360	7
<b>TOTAL</b>	<b>1812</b>	<b>38%</b>	<b>3,647,296</b>	<b>2,013</b>	<b>39</b>

## Average Pledge for Hawai'i and Dioceses similar in size in terms of ASA

Note: Pledge % = Dollars pledged divided by operating income

Average Pledge for Hawai'i 2016 **2,013**

\*Average Pledge for All Domestic Dioceses (2016 numbers) **2,779**

### \*Dioceses similar in size in terms of ASA (2016 numbers)

<u>Diocese</u>	<u>Average Sunday Attendance</u>	<u>Average Pledge</u>
Nebraska	2,576	2,840
Nevada	2,631	1,982
Lexington	2,732	3,110
South Carolina	2,852	2,478
Western Louisiana	2,898	3,753
<b>Hawai'i</b>	<b>2,912</b>	<b>2,013</b>
Kentucky	2,958	2,969
Rochester	2,994	2,044
Western New York	3,012	1,946
West Tennessee	3,067	4,633
Delaware	3,173	2,124

## Attachment 11: Incomplete Yr 2016 Audits

### THE EPISCOPAL CHURCH IN HAWAII

#### CONGREGATIONS THAT HAVE NOT COMPLETED THEIR 2016 AUDITS

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

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

##### **Diocesan Canon- Section 41.1.5**

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

The following churches have not submitted their 2016 Audit:

- Christ Church
- Holy Apostles
- Holy Nativity
- St. Clement
- St. Elizabeth's
- St. John's By-the-Sea
- St. Mary's
- St. Matthew's

## Attachment 12: Report of the Standing Committee

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

**SECRETARY:** Mr. Gerald Madison

**MEMBERS:** Mr. Vaughan Winborne, Mr. John Decker, Ms. Phyllis Chang, Mr. Gerald Madison, the Rev. Cn. Kate Cullinane, the Rev. Paul Lillie, the Rev. Cn. David Kennedy, and the Rev. Kerith Harding

### Action:

- Approved Ha‘aheo Guanson for Candidacy for the Priesthood
- Consent to Elections: The Rev. Cn. John Harvey Taylor (Bishop Coadjutor for the Episcopal Diocese of Los Angeles), the Rev. Cn. Rafael L. Morales (Bishop Diocesan for the Episcopal Diocese of Puerto Rico), the Rev. Samuel S. Rodman, III (Bishop Diocesan of the Diocese of North Carolina), the Rev. David C. Rice (Bishop Diocesan of the Diocese of San Joaquin), the Rev. Carl Walter Wright (Bishop Suffragan of the Armed Forces and Federal Ministries), the Rev. Gretchen Rehberg (Bishop Diocesan of the Diocese of Spokane), the Rev. Jennifer Baskerville-Burrows (Bishop Diocesan of the Diocese of Indianapolis)
- Non-consent to the election of the Rev. Jennifer Brooke-Duncan (Bishop Suffragan of the Diocese of West Texas)
- Consent to request for Elections: Bishop Coadjutor of the Diocese of Haiti
- Approved new Safe Church policy for the Diocese
- Approved St. Mark’s plan for the sale of property on the Big Island
- Approved St. Mark’s plan to convert mortgage on residence adjacent to rectory
- Approved resolutions to explore and support the sale of 2324 Metcalf Street and the Camp Mokulē‘ia director’s residence
- Appointed the Rev. Cn. Kate Cullinane to fill the Rev. Robin Taylor’s unexpired Standing Committee position until the next Annual Meeting

### Other Work of the Standing Committee:

- Served as the Bishop’s Council of Advice on various issues
- Received reports from the Strategic Initiatives Group in support of the Mutual Ministry Review and Strategic Plan
- Met informally with aspirants and postulants to ordained ministry
- Met with Diocesan Council and members of St. Mary’s Church regarding property use and initiated St. Mary’s Task Group
- Met with Diocesan Council to discuss the 2018 budget
- Reviewed resolutions to the Diocesan Convention
- Collaborated with the Commission on Ministry on BACAM (Bishop’s Advisory Council for Aspirants to the Ministry)

## Attachment 13: Report of the Commission on Ministry (COM)

**CONTACT:** The Rev. Linda M. Decker, Chair; (808) 243-2284; [lmd.sheep@gmail.com](mailto:lmd.sheep@gmail.com)

**COMMISSION MEMBERS:** The Rev. Linda Decker – 2020 (Good Shepherd, Maui) – **Chair**; the Rev. Cn. Randolph Albano – 2017 (St. Paul's, Honolulu); Ms. Debora Tandal – 2017 (St. John the Baptist, Honolulu); the Rev. Kaleo Patterson – 2018 (St. John the Baptist, Waianae and St. Stephen's, Wahiawa); Vacant (all year) - Lay-At-Large – 2018; the Rev. Ray Woo – 2019 (St. Luke's, Honolulu); Ms. Pam Fern – 2019 (St. Clement, Honolulu); Ms. Arleen Young – 2020 (St. Elizabeth's, O'ahu)

➤ **Ordinations:**

In the past 12 months, six priests were ordained: Ernesto “JaR” Pasalo, Phyllis Mahi Beimes, Malcolm Keleawe Hee, John Hau'oli Tomoso, Paul Nahoa Lucas, Annalise Castro. And, Lani Bowman was ordained a vocational deacon.

Kalani Holokai will complete her formation for the vocational diaconate and will meet with Examining Chaplains for certification.

Andrew Arakawa and Steve McPeck have begun their middler years in seminary.

There are three others in various stages of formation. Several more applicants/postulants in September enter Waiolaihui'ia's new “Preparatory Year” of Bible study, spiritual development, and ongoing discernment.

➤ **Bishop's Advisory Council for Aspirants to the Ministry (BACAM):**

In February, together with the Standing Committee, COM hosted all those in the ordination process for a day of fellowship and worship. Each aspirant met with all committee members present; the intention is to encourage them in what can be a lonely and frightening process, and to ensure that when interviews are conducted each year during the process, we are not strangers. All aspirants except the seminarians attended. In 2018, BACAM will be held in July, in the hope that all will be able to attend.

➤ **Continuing Education Grants**

COM has revised the guidelines to accommodate non-stipendary priests and deacons, part-time clergy, and lay professionals employed by congregations, each of whom are required to do 24 hours of continuing education every year. The new guidelines are published on the diocesan website (search for “Continuing Education”).

This year COM has made grants totaling \$8,024 to the following priests:  
Gierlach, Maliaman, Patterson, Vance, Woo, Lillie

A grant was also made to Deacon Costa, but he was unable to travel and returned the funds.

## Attachment 14: Report of the Commission on Finance and Administration (COFA)

**CONTACT:** The Rev. Ryan D. Newman, Rector and Head of School, All Saints' Episcopal Church and Preschool (Kapa'a); (808) 822-4267; [ryan@allsaintskauai.org](mailto:ryan@allsaintskauai.org)

**COMMISSION MEMBERS:** The Rev. Ryan D. Newman, the Rev. Dcn. Steve Costa, Ms. Kathy Sato, Mr. Albert Wong, Ms. Dixie Kaetsu, Ms. Wilma Namumnart, Mr. James Putnam. Staff support: Mr. Peter Pereira, Treasurer

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

**Investment Portfolio:** As of July 31, 2017 the portfolio's value is \$38,032,680. This amount includes about 46% of Diocesan funds and 54% pooled investments from parishes and other Diocesan activities. For the calendar year-to-date, trailing one, three, five years and since inception, the portfolio returned 8.32%, 7.88%, 4.16%, 6.60%, and 7.39% -- all very solid returns given the portfolio's conservative allocation of 53% invested in equities and 47% invested in bonds. The portfolio is currently invested with six investment firms in eight different funds. The Commission is assisted by an investment consultant.

**Change in Policy on Draws from Portfolio Investments:** After much discussion, the COFA recommended to the Council that draws from Diocesan endowment accounts in the investment portfolio be decreased from 5% to 4% in 2018, to ensure that the corpus of the endowments is not jeopardized.

**Real Estate:** The COFA either reviewed and approved all leases involving Diocesan property or, if the terms of the lease exceeded delegated authority, made recommendations for action to Diocesan Council. In addition, the COFA reviewed a Memorandum of Understanding between The Episcopal Church in Hawai'i and Saint Andrew's Schools and a License Agreement between the Cathedral of St. Andrew and Honolulu Theater for Youth. A new lease with the landlord for the property where Holy Cross worships was approved. Also, the COFA reviewed and recommended approval of loans and lines of credit.

**Camp Mokulē'ia:** Due to storm damage in 2016, Rev. David Turner and board members came to the Diocese for approval to sell the small parcel of land where the beach house (formerly used as the Director's Residence) is located and use the proceeds to improve the financial position of the Camp by paying off existing debt. The COFA recommended approval to the Diocesan Council.

**Photovoltaic:** Progress continues on this project with the new contractor, Hawaii Energy Connection. Those congregations who had agreed to participate in this effort will be seeing construction soon.

**Contracts:** The COFA reviews contracts from congregations mainly, for construction for repair and maintenance of facilities. Review includes compliance with insurance requirements for the protection of the congregation and Diocese, qualifications of the contractor, and financing.

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

## **Attachment 15: Report of the Compensation Review Committee (CRC)**

**CONTACT:** The Rev. Cn. Kathleen J. Cullinane, Chair; The Episcopal Diocese of Hawai‘i; (808) 425-0675

**COMMITTEE MEMBERS:** Ms. Donna Oba, St. Augustine’s, Kapaau; the Rev. David Stout, St. James’, Kamuela; Ms. Pam Fern, St. Clement, Honolulu; the Rev. Irene Tanabe, Epiphany, Honolulu; Ms. Priscilla Millen, St. Andrew, Honolulu; the Rev. Cn. Kathleen Cullinane, Diocese of Hawai‘i

Report: The Committee met twice in 2017 on June 2<sup>nd</sup> and July 14<sup>th</sup>. The Committee reviewed the AAA Annual Cost to Operate a Vehicle for 2016, The Federal and Hawai‘i Consumer Price Index report, and The State of the Clergy 2012: A Report for the Episcopal Church. The Committee also did some surveying of market rate rents on various islands as well as a survey of supply rates in Province VIII.

The Committee has prepared and submitted a resolution to the 49<sup>th</sup> Annual Convention with recommended increases for 2018.

## Attachment 16: Report from the Historiographer

**CONTACT:** Mr. Stuart W. H. Ching, Historiographer, Office of the Bishop; (808) 282-8308; [archives@episcopalhawaii.org](mailto:archives@episcopalhawaii.org)

### REVIEW OF ACTIVITIES

#### *Acquisition Highlights:*

John S. McCreary Collection. Gift of Elizabeth “Betsy” McCreary. This collection includes correspondence, reports, and ephemera of the late Canon Organist Emeritus. Of special note is a collection of every music program dating back to the start of his long and distinguished career at the Cathedral. The John S. McCreary Collection is an important resource in chronicling the Cathedral music program during Mr. McCreary’s tenure.

Issues of the *Hawaiian Church Chronicle* from 1961 to 2010. Gift of Hawaiian Historical Society. These recently-acquired issues will be valuable in replacing missing or damaged issues in the diocesan archives. Unlike existing issues in bound volumes, these loose newspapers will be easier to digitize someday. With word recognition technology, the historiographer and visiting researchers will no longer have to do a page-by-page search for information.

#### **Preservation:**

Environmental conditions are stable for collections stored in the archives vault. An air conditioner and dehumidifier are in continual operation. A hose connection to the dehumidifier allows for collected water to be directly drained to the outside. There is no dehumidifier in the outer room where incoming and unprocessed materials are held.

#### **Access:**

The Diocesan Historiographer continues to provide on-site access to one researcher at a time. It is by appointment on weekends and holidays. Inquiries received by phone or e-mail for information about baptisms, confirmations, and marriages continue to be researched and answered.


### REVIEW OF EXPENDITURES

A wire shelving unit was purchased for \$94.22 to store unprocessed collections. The Historiographer donated an additional wire shelving unit. Although more archival boxes and supplies are needed to rehouse incoming acquisitions, space limitations prevent their purchase.

### REVIEW OF GOALS ACHIEVED

It is difficult to set goals for the Archives when there is no space to acquire, process and store collections or to accommodate researchers. The vision to create a proper Archives for the preservation of and access to the Diocese’s historical collections cannot be realized without additional support and advocacy.

Respectfully Submitted,



Stuart W. H. Ching (Historiographer)



## Attachment 17: Report from the Canon for Congregational Life and Leadership

**CONTACT:** The Rev. Cn. Alexander (Sandy) Graham; (808) 536-7776 x309;  
[acgraham@episcopalhawaii.org](mailto:acgraham@episcopalhawaii.org)

It has been an exciting and full first year for me in the Diocese. There were soon *seven* congregations in various states of transition, as well as numerous leadership events for both lay and clergy, and together with Mutual Ministry Reviews (or MMR – not to be confused with the Diocesan Mutual Ministry Review, MMR are intentional reviews of the relationally-based ministry that Bishop’s Committees/Vestries and Clergy do together that is meant to be done at least every other year at each Church), consulting, parish visitations, conferences, and “The Warden Files” monthly e-newsletter, I am blessed to have a full and fulfilling ministry.

I have the peculiar privilege of working with Search Committees, Bishop’s Committees, and Vestries as they discern the basic nature of who they are as a Church and community and as they stretch their holy imaginations to wonder what sort of priest would best lead them toward the future into which God is calling them. Having met with colleagues on the mainland at various gatherings and workshops, I am heartened that not only do I work in a Diocese which works for the best of its faith communities and the greater Church, but that I have been able to see firsthand how people throughout the larger Church work on behalf of each other and for God’s greater glory.

Increasingly, Churches in our Diocese will employ Interim Clergy only when there is a particular need (e.g. after a lengthy tenure or due to significant conflict). In order to encourage continued discernment, we will in most cases employ a Priest-in-Charge with a three-year Letter of Agreement, after which the Church, the Bishop, and the priest can discern whether or not that Priest-in-Charge will be appointed or called as Vicar or Rector.

### Transitions:

- Holy Nativity, Aina Haina – The Rev. Luis Rodriguez called as Interim Rector
- St. Clement, Makiki – The Rev. Heather Hill called as Rector
- Holy Apostles, Hilo – The Rev. Katlin McCallister called as Priest-in-Charge/Rector (see note above)
- Christ Memorial, Kilauea – Reviewing candidates for Priest-in-Charge/Vicar
- Calvary, Kaneohe – Reviewing candidates for Priest-in-Charge/Vicar
- Christ Church, Kealahou – in early stages of discernment
- St. Timothy’s, Aiea – search process paused as the regional ministry is clarified

### Diocesan Formation Events:

- Two-day Church Pension Group local conference
- Two separate Stewardship University education events
- Three-day Clergy Retreat
- Bishop’s Thurible Training
- Annual Meeting Education Day
- Clergy Enculturation Day

- Church Music Conference
- Chrism Mass/Education Day
- Warden Boot Camp
- Called to Transformation/Asset-Based Community Development workshop
- “Speaking the Word Freely” Preaching Conference

Conferences attended:

- Episcopal Church Foundation’s “Vital Teams” Leadership Academy training
- Genesis Gathering (church planting and “fresh expressions” conference)
- Evangelism Matters
- Province VIII Transition Ministers gatherings (Spring and Fall)
- Conference of Diocesan Executives (CODE)
- Episcopal Relief & Development’s Disaster Preparedness Training

## **Attachment 18: Report from the Dean of Waiolaihui‘ia**

**CONTACT:** The Rev. Diana Akiyama, Dean; 808-854-6979; [diana.akiyama@gmail.com](mailto:diana.akiyama@gmail.com)

**PERMANENT FACULTY:** The Rev. Raymond Woo, the Rev. Diana Akiyama (Dean)

**OCCASIONAL INSTRUCTORS:** The Rt. Rev. Robert Fitzpatrick, the Rt. Rev. Richard Chang, the Rev. Cn. Kate Cullinane, the Rev. David Moore

**CLERGY MENTORS:** The Rev. David Moore

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

Clergy Mentors are priests who attend at least 50% of the weekend sessions. They may or may not teach a class.

### **Activities Report:**

- Academic focus in senior year: Theology and Ethics
- Some Practicums are being adapted for the ministry context of the Diocese of Hawai‘i, and for a vision of the church in the 21st century (i.e., radical inclusion, climate change).
- Dean Akiyama is a member of the Iona Collaborative and attends annual meetings in Texas.

### **Expenditures:**

- Travel to annual conference at Camp Allen Texas, July 2017 (3 people this year)
- Travel from neighbor islands
- Worship and liturgy materials
- Food (in addition to meals provided by retreat center)
- Books for instruction
- Instruction and mentor fees

### **Goals:**

- December 2017 graduates: Ha‘aheo Guanson, Mark Haworth, Preston Lentz, Fane Lino
- Addition of Prep Year for individuals beginning discernment and recommended by their priest sponsor

## Attachment 19: Report from Executive Assistant/Administrative Manager

**CONTACT:** Ms. Irina Martikainen; (808) 536-7776, ext. 302;  
[imartikainan@episcopalhawaii.org](mailto:imartikainan@episcopalhawaii.org)

Report: This past spring, I celebrated six years with the Office of the Bishop. In the past year:

- Review of Activities (what I've accomplished since the last Annual Meeting):
  - Working with a translator, designed and created new ordination certificates for our Diocese. Dual language: English and Hawaiian. I print and finalize them by hand.
  - Resumed office management role; includes managing office IT and equipment, videoconferencing, office supplies, etc.
  - Continued managing the Visiting Clergy program with St. Jude's, Episcopal Church of West Kaua'i, and St. Columba's.
  - Continued managing administrative aspects for those in the ordination process to shepherd them through the myriad requirements; there are currently 15 people in various stages of the process.
  - Continued managing the church and clergy files, directories and database.
  - Continued administering background checks for employees, those in the ordination process, and those transferring to the Diocese of Hawai'i.
  - Continued processing credit card and check payments, and deposits for the office.
  - Continued providing administrative and logistical support for various diocesan entities including Commission on Ministry, Diocesan Council, Standing Committee, Waiolaihui'ia, Camp Moku'e'ia, and Strategic Initiatives Group.
  - Continued supporting our Communications Contractor by proofing/editing/reviewing the e-News, e-Chronicle, website, and marketing materials. Additionally, I conduct monthly and annual updates to the Diocesan website.
  - Continued as Ordination Officer, reporting clergy changes (transitions, deaths, ordinations, etc) with CPG's National Office.
  - Continued as General Convention Coordinator and liaison for registrations, housing, travel, and expenses for those traveling from the Diocese of Hawai'i.
  - Continued as Registrar for processing and auditing appointment of Delegates and Alternates to the Diocesan Annual Meeting, as well as Visitors and attendees; also includes completing the Journal and submitting it for posting, printing, and Archives.
  - Rolled out the online Safe Church training changes for policy and online trainings; continued as the Safe Church Administrator.
  - Continued managing the certifications and trainings for Licensed Ministries.
  - Continued as a Notary Public and as a Certified Practitioner for the Myers Briggs Type Indicator.
  - Worked with EYE coordinators to manage the budget and logistical concerns.
  - Completed transition of clergy and lay education events (e.g. Chrism Mass, Clergy Retreat, Education Days, etc) to the Canon for Congregational Life and Leadership.
  - Processed Bishop's official acts (remarriage requests, licensing of clergy, etc); coordinated Bishop's appointments, correspondence, meetings and travel arrangements; planned and coordinated annual Bishop's Reception for Priory Seniors.
  - Continued managing the many documents, files, and tracking of the Diocesan side of the Office of the Bishop, which helps each of the 37 congregations to focus their

- efforts on taking care of their members and community.
- Act as resource to clergy, vestries, and church staff; sent 14,000+ e-mails in 2016.
  - Expenditures Review – has included expenses in the following areas:
    - Website, computer, technology and audiovisual
    - Office, kitchen, cleaning and emergency supplies
    - Subscriptions for diocesan and church websites
    - Bishop's expenses/purchases, including travel, hospitality, registrations, etc.

Additionally, I am continuing my education and training in the following areas:

- Attending continuing workshops and trainings in the areas of administrative management, human resources, and technology.
- Am continuing to work on certification as an MBTI Master Practitioner.
- Will complete a Master of Human Resource Management degree December 2017 from the University of Hawai'i, Mānoa.
- Am preparing to sit for a December exam for a Human Resources Senior Certified Professional certification.
- In the future, it is expected that I will be taking on the Human Resources responsibilities.

## Attachment 20: Report from Business Manager

**CONTACT:** Ms. Rae Costa; (808) 536-7776, ext. 326; [rcosta@episcopalHawai'i.org](mailto:rcosta@episcopalHawai'i.org)

### Report:

- Since my arrival in late May, my two main tasks were to (1) learn as much as I could from Peter Pereira, Treasurer, so I could assist him and keep things running in his absence and (2) coordinate this year's Education Day and Annual Meeting.
- I am now the point of contact for congregations for:
  - Contracts
  - Leases, and
  - Some of the insurance
- Property projects
  - 2324 Metcalf – worked with property manager and realtor to work on repair issues and to prepare for sale.
  - Cluett apartments – working with property manager when there are vacancies, new tenants, repair and maintenance.
  - Diocesan offices – working with Mr. Bryan Sugihara, Cathedral Facilities Manager, to replace two A/C units that are leaking and making loud noises and installation of new phone system; and working to replace bookshelf that has water damage.
- Working closely with our new Bookkeeper, Mr. Danny Casey, we have streamlined many of the procedures for accounting and finance. This includes new forms and checklists. Some of our congregations may have noticed some of these forms. It may seem like more paperwork, but they are designed to answer many of the questions congregations ask our office and help our congregations in providing the Office of the Bishop with the necessary documents and authorizations. This cuts down the time of back and forth e-mails and phone calls. The standardizing of procedures also allows for easier and faster training.
- Human Resources duties will be transitioned to Ms. Irina Martikainen.
- Coordination of Education Day and 49<sup>th</sup> Annual Meeting at 'Iolani School including:
  - Working with vendors for supplies and meals
  - Created a new website for volunteers with job descriptions and time frames
- It has been a pleasure working with and getting to know the clergy, administrators, wardens, and treasurers!

### Expenditures:

- Office supplies to organize documents, files, etc.
- All things related to Education Day and Annual Meeting, such as, meals, supplies, and copies

### Goals:

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

## Attachment 21: Other Diocesan Reports

### Episcopal Church of West O‘ahu (ECWO)

**CONTACT:** Mr. Keane Akao, Executive Director; (808) 488-5747;  
[keane.akao@episcopalchurchofwestoahu.org](mailto:keane.akao@episcopalchurchofwestoahu.org)

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

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

- Review of Activities: What we’ve accomplished
  - The Celebration of New Ministry for the Rev. Ernesto “JaR” Pasalo, Vicar of St. Nicholas, was held on February 25<sup>th</sup>; held on the Diocesan land in Kapolei.
  - Celebrated completion of the second full year of St. Timothy’s Prep, an early childhood music program. There are 12 children currently in the community program and approximately 120 participants in the preschool program.
  - Continued the rebranding process with Switch Solution, Inc.; new regional website template created to create a cohesive look and feel for the region.
  - Started pre-development conversation on behalf of St. Nicholas with Kamehameha Schools, Kama‘aina Kids and Waianae Coast Comprehensive Health Center.
  - Celebration of Queen Lili‘uokalani’s Birthday at Soldier’s Chapel at Schofield.
  - Planned Lobster Bake 2017, an inaugural annual fundraiser held on August 27, which exceeded fundraising goals for the programs and services that support early childhood education and *kupuna* care. Planning for the second annual fundraiser is underway and several tables have already been sold in advance.
- Review of Expenditures: What we spent it on
  - Staffing of clergy and regional employees
  - Greatly expanded the technology infrastructure at St. Timothy’s which has allowed about half of their 3-acre campus to function off of our new Wi-Fi network.
  - St. Stephen’s has started to address several campus improvements including the repair of support post and the repaving of their parking lot.
  - St. Timothy’s continues to work with G 70 and Aukai Consulting LLC on a transit-oriented development plan for the campus.
  - St. Timothy’s has worked this year to address safety concerns in their courtyard, the completed renovations of their courtyard addressed code compliance and safety issues.
  - The Region has launched a shared calendar to support all four congregations. The centralized calendar manages facility and vehicle use in real time.
- Review of goals achieved by activities:
  - Continued managing many of the forms, documents, files, tracking, and finances for the ministry sites, which allows each of the ministry sites to focus their efforts on taking care of their members and community
  - Achieved greater exchange between members of the four sites; this work continues
  - Increased donor giving through focused campaigns
  - Average Sunday Attendance at 3 out of 4 of our member congregations has increased

With a regional office to manage day-to-day tasks, there is an increased interest in the services, events and activities in the ministry sites and their communities

### **Committee on Native Hawaiian Ministries (CONHM)**

**CONTACT:** Ms. Kalani Holokai, Chair; Good Shepherd, Wailuku, Maui;  
(808) 572-5542; [kholokai@gmail.com](mailto:kholokai@gmail.com)

#### **COMMITTEE MEMBERS:**

Mr. Edward Bruce and Ms. Piilani Hanohano, Epiphany, Kaimuki; Ms. Kala Holden, St. Nicholas, Kapolei; Mr. Roth Puahala, St. Andrew, Honolulu; Ms. May Holokai, St. John the Baptist, Waianae; Mr. Keane Akao, St. Mark's, Honolulu; Ms. Kalani Holokai, Chair, Good Shepherd, Wailuku

- 1) We met twice earlier this year, one face-to-face and the second, via teleconference. Due to our schedules, we were not able to host an activity this year.
- 2) We sent two delegates to the New Community, Lay and Clergy Conference in Texas in July, one via a scholarship from Indigenous Ministries. We connected with others from Hawai'i and were reminded of how fortunate we are to live in Hawai'i with peoples of all origins and cultures.
- 3) We also sent a delegation to the AIN (Anglican Indigenous Network) Meeting held in Six Nations, Canada, August 28 to September 2, 2017. We received three scholarships from our host, Canada, and we paid for one delegate. Each country presented on various topics important to their peoples, many common amongst all of us, such as climate change, historical and intergenerational trauma, resources and environment, sovereignty and treaty rights. The Hawai'i delegation presented on incarceration of Native Hawaiians, homelessness and poor health (food, chronic disease, mental health), and the desecration of Mauna Kea and Haleakala. Although we focused on Native Hawaiians, we acknowledge these issues impact all persons.  
It was wonderful to have Jasmine Bostock, our seminarian at Yale, join us. She shared her internship experience in the Diocese, and at Queen's Medical Center this past summer. We were proud to be part of the transformation of AIN, to give resurgence to the work it is called to do for indigenous peoples. CONHM was also reinvigorated and given confirmation on our purpose and how we can be more valuable to our Diocese, our home. A communiqué was written and sent to the Anglican Consultative Council.
- 4) CONHM plans to host a meeting the first Saturday in December to *kuka kuka* about CONHM's future. Interested persons are invited to attend with registration, seating will be limited. More details forthcoming in early November.

We appreciate the opportunity to be part of CONHM, whose early work of raising up indigenous peoples of Hawai'i within our Church, Christians, who understood their call to serve God, without giving up being Hawaiian. The journey of this ministry has not been without its challenges and we look forward to continuing our work, refreshed and renewed.

Ephesians 2:13, 17-18 (NIV)



<sup>13</sup> But now in Christ Jesus you who once were far away have been brought near by the blood of Christ. <sup>17</sup> He came and preached peace to you who were far away and peace to those who were near. <sup>18</sup> For through him we both have access to the Father by one Spirit.

Me ka mahalo nui, Kalani Holokai, Chair

## Pacific Islander Ministries (PIM) Committee

**CONTACT:** Ms. Kilisilola Fane Lino, Missioner; (808) 548-1718; [fanelino@gmail.com](mailto:fanelino@gmail.com)

### A. Review of Activity and those who participated or were served:

1. St. Elizabeth's Episcopal Church, Kalihi is one of the parishes that worked very closely with the Pacific Islanders. Especially those who are **Homeless or Houseless in Hawai'i**. Therefore, PIM Missioner established a program called **Five Loaves and Two Fishes Ministry**. This Ministry is mainly to feed the homeless and those hunger on the street. With the helped of St. Elizabeth's members and Hawaii Foodbank, Aloha Harvest, free donations such as St. Peter's parishioners we managed to serve brunch every Saturday morning for two hours. This activity not only feeding the children, mothers, fathers, youths and so forth, but it also brings schools like 'Iolani School, Waipahu High school football players, parents, volunteers and St. Elizabeth's community together to help. It fed 250 peoples monthly from all walk of life.
2. Epiphany Episcopal Church, Kaimuki last year hold a **Mother's Day program** for all the mothers as an activity for Women's Group of the church. We honor the silent duty of women at home, at work and in our church. Women who are grandmothers, mothers, singles mothers, stepmother, homeless woman, widow and our senior mothers. All were welcome with a lei and Mrs. Bea Fitzpatrick was our guest of honor. Women in Waianae and in St. Elizabeth's also celebrated Mother's Sunday with Island way of hosting with great food.
3. **Father's Day Activities** was also celebrated in the big way at St. John the Baptist, Waianae, Sam Samuelu described it, a whole roasting pig cooked at the church compound were shared to all who were attended service. St. Elizabeth's Tongan Group, with The Rev. Dcn. Viliami Langi, enjoyed their Father's Day at the restaurant. Children and women make special lei to show them their appreciation of being a Father and leader of their own family.
4. **Young Adult Leadership:** One of our Young Adult Youth, Viliami Lino, was elected as chaperone for the EYE 2017 at Oklahoma, taking with him 5 of our youths out of 14 delegations representing our Diocese of Hawai'i including some from Guam – Micronesians. Another Young Adult Youth is in the Holy Land joining women of the church in their pilgrimage journey with the help of the women of St. Elizabeth and others.
5. **New Community Gathering: Anaseini Lino and I were very honor, by our Bishop to** participate in the New Community Gathering in Texas – It's a gathering for the minority ethnic group in the Episcopal National level. Anaseini worked together with youths from Latino Community and listened to their stories which is very similar to ours. I spoke from the point of **recognition our Youths and Young Adults and invest on them, to**

**provide Leadership Training for a young mind, new energy to the ministry of the church and bring in their gift.** We freely show off our culture singing our Tongan version of Amazing grace and dancing away.

6. **Youth – EYE 2017:** First time for our five boys to step and experience mainland in Oklahoma. It was an eye-opener to most of them, the new experience to pack food for homeless children and they felt honor joining it.
7. **Incubator Sewing Project funded by ECW** – ECW had donated a grant to Pacific Islander Women to develop an Incubator Sewing Project – a pillow for the newly immigrant children and so as to the homeless. St. Elizabeth’s decided to give us a room and we painted it and almost ready to go. Thank you so much to Fr. David and also Louise Aloy and to the ECW women who helped us tirelessly and hopefully we will host our next meeting in our newly sewing room.

#### **B. Review of Expenditures:**

Unfortunately, the Missioner position will not be funded in 2018. But all the fund raised that contribute to the success of our work comes mainly from the community and the parents of those that are involved. The budget from the Diocese was mostly for the airfares and accommodation for the meeting, but it will helpful in the future if it was helped fund a child who are willing to participate in the Ministry.

#### **C. Review of goals achieved by activities:**

We wished that the parishes with welcome more of Pacific Islanders in their churches and interchange gifts, talents and activities so we can feel the fellowship together as one bread and wine in the body of Christ and learn from each other.

Mahalo Nui Loa, Malo Aupito, Fakafetai Lava, Vinaka Vakalevu, Kinisou and  
Thank you with very much appreciation.

Mrs. Kilisilola Fane ‘Umu-ki-Sia Lino  
PIM Missioner 2013 - 2017

#### **Mission Congregation – Calvary Episcopal Church, Kaneohe, HI**

**Contact:** Ms. Nona Kalakau-Hatayama, Bishop’s Warden; (808) 247-2733; [calvrychhi@aol.com](mailto:calvrychhi@aol.com)

**Bishop’s Committee:** Nona Kalakau-Hatayama – Bishop's Warden, Cheryl Parker – Treasurer, Louise Emery, Nancy Bullen, Lynette Santos

#### **Report: Review Of Activities, Participants & Expenditure of Funds**

- **Nov. 2016** Thanksgiving Gift cards given to nine needy families from Windward area. **Who\*:** NKH, LS, LE, CTP; **Funds: \$500**
- **12/10/16** Calvary’s Annual Chamber Music Christmas Concert with holiday refreshments. Free to entire community. **Who\*:** LE, CTP, NKH, CJG, LS, MKH, SK; **Funds: \$0**, all costs of concert paid by LE\*. Refreshments donated by congregation members.

- **2/4/17** Family Promise Dinner; **Who\*:** NKH, LS, CJG; **Funds: \$0**, all food was donated
- **4/29/17** Bento Box lunches given to homeless in Kaneohe while they were getting laundry done for free. **Who\*:** NKH, LS, CJG, NB; **Funds: \$45.23**
- **5/6/17** Family Promise Dinner; **Who\*:** MKH, LT, LS, LN; **Funds: \$0**
- **5/13/17** Purchased flowers and made Mother's Day bouquets which were given to all female inpatient residents at Pohai Nani and to mothers in congregation; **Who\*:** NKH, NB, LS, CJG; **Funds: \$162.00**
- **6/10/17:** Outreach for Elton Naki, 16 year-old grandson of LS\* who was catastrophically injured in a motor vehicle accident. Calvary donated food and drink for family members while he was in ICU, and also donated canned goods and household items when he was able to return home. **Who\*:** LS, NKH, MKH, CJG, SK, LN; **Funds: \$0**, everything donated
- **7/16/17** Malama Honua Clean-up of Kawainui Marsh in Kailua; **Who\*:** SK, NB; **Funds: \$0**
- **7/29/17** Habitat for Humanity lunch for Watson family work crew; **Who\*:** NB, CJG, CTP; LE; **Funds: \$150.00**
- **8/6/17** Family Promise dinner; **Who\*:** MKH, LN, LT, LS; **Funds: \$0**, all food donated
- **8/12/17** Malama Honua for Heeia Marsh; **Who\*:** SK, NB, Medinas; **Funds: \$0**

\* CJG-Carol & Gerry Gonzales; CTP-Cheryl Thomas Parker; LB-Lyla Borges; LE-Louise Emery; LN-Liz Nishimura; LS-Lynette Santos; LT-Lilian Torigoe; MKH-Mike & Karleen Hee; NB-Nancy Bullen; NKH-Nona Kalakau-Hatayama; SK-Sumako Kumabe

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

**CONTACT:** Mrs. Jule Kamakana, Bishop's Warden, Grace; (808) 553-5725; [juleann616@gmail.com](mailto:juleann616@gmail.com)

The Rev. John S. Lunn, Vicar, Grace; (808) 567-6420; [revlunn@gmail.com](mailto:revlunn@gmail.com)

**BISHOP'S COMMITTEE MEMBERS:** Ms. Jule Kamakana, Senior Warden; Mr. Robert Mokuau, Junior Warden; Ms. Lorna Huizinga, Secretary; Ms. Emma Velasco; Ms. Hana Arce; Ms. P.J. Berfield; (Mr. Michael Grinnell, Treasurer)

#### **REPORT:**

- Review of activities and those who participated or served.
  - Regular Sunday Mass with Eucharist (congregation and visitors)
  - Special Midweek Advent and Lenten Services with Eucharist (congregation and visitors)

- Special Christmas Eve Service (congregation and visitors)
  - Holy Week Services (congregation and visitors)
  - Thrift Shop open to community 2-3 days a week with many local families served with low-cost clothing and household items
  - Food Bank with 30+ families regularly supplied with monthly assistance and special foods available for Thanksgiving, Christmas and Easter for local families
  - Hosted Safeguarding God's Children class
- Review of expenditures.
    - The Diocesan funding allows Grace to be able to support a ¾-time Priest.
    - This allows Tithes and Offerings to be used for day-to-day ministry, operation and special Thank Offerings for community projects
      - Alms fund available for emergencies – administered by Priest
      - Monthly support of a community not for profit each month (Hospice, Cancer Society, Special Olympics, A Cup of Cold Water, Women's Shelter, etc.)
  - Review of goals achieved by activities.
    - God's people served regularly, by an ordained priest – allowing for regular Eucharist and proclamation of the Gospel along with various involvements in the community
    - Bible Study
    - Confirmation Class for the first time in many years – with seven participants and sponsors
    - Children and families assisted with affordable clothing, household items, furniture along with nutritional support

### **Mission Congregation – St. Columba's Episcopal Church, Pa'auilo, HI**

**Contact:** The Rev. David Stout, Rector; (808) 885-4923; [frdavid@stjameshawaii.org](mailto:frdavid@stjameshawaii.org)

**MEMBERS:** St. Columba's Episcopal Church, Pa'auilo; St. James' Episcopal Church, Waimea

**REPORT:** St. Columba's has continued to grow in spirit and membership since that first Easter Sunday service four years ago when the mission "replant" was begun by St. James' with the support of this Diocese. All we do is for the glory of God. The heart of our life is worship and always our goal is to grow in our own depth of spirit with God, one another, and how we share God's grace.

During these past four years the congregation has found an absolutely beautiful rhythm. Today, St. Columba's thrives as one of three congregations of St. James' Episcopal Parish in Waimea:

- We had six baptisms this past year and welcomed two new members.

- This past Christmas Eve we joyously celebrated with 50 souls raising their voices in praise and worship and on Easter Sunday 97 people came together in praise of our risen Lord.
- We have been blessed with the gift of music by volunteers Millie Yagin who plays the keyboard on the 1<sup>st</sup> and 3<sup>rd</sup> Sundays with contemporary music and Peter Christensen who plays the organ on the 2<sup>nd</sup> and 4<sup>th</sup> Sundays with traditional hymns.
- Each Sunday following service a potluck feast is served – all are welcome.
- Steve McPeck, raised up by the St. Columba's congregation for ordination to the priesthood, has begun his second year at Seminary of the Southwest in Austin, TX.
- The Rev. Cheryl Harder, one of our wonderful Priests-in-Residence during the past two summers, used her gift of sewing to team up with parishioner Melanie Rufo and her 5<sup>th</sup> grade class to make Memorial Bears from fabric of a piece of clothing that was worn by a loved one of the student.

We have been blessed with incredibly gifted clergy that have come to stay in the vicarage and lead Sunday Eucharist. All have fallen in love with St. Columba's and we are so grateful for their making the journey from the mainland to our island home and the offering of their time and talents. Following their first visit the Rev. Linda Lundgren and her husband Bob returned home and felt so deeply called by St. Columba's that they have just returned for her second eight-month stay as Priest-in-Residence!

The continued commitment by this Diocese to this replant with the award of a grant, along with a generous gift from an anonymous donor and increased giving and pledges from the congregation, has enabled us to continue to move forward financially. We have been able to maintain the vicarage for our visiting clergy. And, this past year the church building has seen an incredible amount of TLC and much needed renovations:

- Bell tower removed for safety reasons and awaiting its new home outside the church
- Church ceilings repainted, bathrooms painted and freshened up – they look spectacular!
- Office floor was refinished to provide the keiki with an area during worship
- A stunning new altar was made from the former pulpit donated in memory of Edith Marion Davies. Clay Reeves, Bryan Hillman and his son Dominic did an amazing job in remaking the pulpit into an incredible work of art. Clay Reeves also made two flower shelves from the left-over pulpit wood.
- The altar flooring has been refinished, railings moved down to the first step so the congregation does not need to climb steps to receive communion.
- The front stairs to the church were replaced with a new ramp for handicapped accessibility and the doors have been painted Episcopal Church red.
- A new church sign was placed out front and a new banner has replaced the old faded banner.
- Playground equipment was installed to give our keiki a safe place to play.

We believe that the mission replant efforts at St. Columba's church will continue to have a meaningful role in the lives of all who walk through our doors. We are thankful for the support and encouragement of this Diocese as well as for the faithful longtime and new members who fill St. Columba's with the grace of Aloha and the Spirit of God.

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

**Contact:** Mrs. Cordelia Burt, Bishop’s Warden; (808) 939-7555; [cordelia@bak.rr.com](mailto:cordelia@bak.rr.com)

**Bishop’s Committee:** Ms. Deborah Davis, Mr. Jerry Fine, Ms. Phyl Laymon, Ms. Karen Pucci, Ms. Cynn timer Salley, Mr. Steve Stigall

**Report:** St. Jude’s has been tagged as the “Little church with a BIG heart”. The Senior Nutrition Program, Hannah’s Makana Ohana Hula, Girl Scouts, 10 – 12 step programs, Kau Band, The Food Basket and two Marshallese Churches use the building during the week. Wi-Fi is provided along with electrical outlets to charge phones or use computers. A Medical Van from Bay Clinic provides dental and medical appointments once a week. Saturdays find the building and grounds teeming with families that come to us to have a hot shower. We provide the shampoo, body wash, conditioner, razors, tooth brushes and toothpaste and a big fluffy towel. Hot soup is provided for anyone that is hungry and once a month we have hot dogs for a change of menu. Last hot dog day, we served 96 hot dogs.

Every year we have dinners to raise money for outreach with Oktoberfest, Mardi Gras, Cinco de Mayo, two Spaghetti feeds, and a Plant & Jumble sale with all-you-can-eat pancakes. This is also a time of fellowship with the community. Our New Comers potlucks have turned into an All Comers potluck because no one wants to miss out on the fellowship. Each event is festive, themed and decorated accordingly, right down to the menu. Members volunteer to create themed table centerpieces, arrange flowers and transform the small fellowship facility.

Our Shower and Soup ministry has a new kitchen to work in. Our kitchen had been the one that was built in the early ’70s and the appliances were the appliances passed down from a parishioner that got new ones. Thanks to a private grant we were able to completely remodel the kitchen, install new cabinets, counters, lights and fan. With a grant from the Diocese we were able to have a new range, two new refrigerators and a new over-the-range microwave. We were able to do all of this because within our membership, we had a professional grant writer and the tradesmen within the congregation who volunteered their time and talent and sometimes money to see that the project was successful. Our Soup ministry has grown so much and requires a significant cost of grocery supplies. This made it difficult for some of our parishioners to help because of their limited finances. A grant was applied for and granted from the Diocese to help with supplying money for some of the ingredients that those on limited incomes could provide for those who were more needy. St. Jude’s is proud to be known for feeding the hungry. No one is turned away that is hungry at St. Jude’s, be it Saturday or Sunday or anytime we have a function where food is involved. If you are hungry you are fed and treated with the same aloha as members.

Our church website [www.stjudesHawaii.org](http://www.stjudesHawaii.org) averages 30 views per day, and boasts a view count of over 16,000 hits. Our monthly newsletter, “Talk Story,” is posted on our website as well as e-mailed to our membership and other subscribers with an estimated readership of 250 readers monthly. This may be a low estimate, because we know that the newsletter is often forwarded multiple times beyond the clicks on our website. Both the website and the newsletter provide a wide variety of information about St. Jude’s activities, outreach, missions and goals. Church members build and manage both the website and the newsletter. Members are encouraged to submit articles and photos as well.

## Attachment 22: Reports from Subsidiary Organizations

The Diocese has three subsidiary organizations:

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

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

The Reverend Canon Brian J. Grieves, Interim Camp Director; (808) 637-6241;  
[grievesbrian@gmail.com](mailto:grievesbrian@gmail.com)

Our Diocesan camp turned 70 years old this year. And 2017 is a transition year for Camp Mokulē‘ia. Our Director of 8 years, the Reverend David Turner, resigned July 31 to begin a new ministry. Kahu Turner was a visionary director who focused the ministry of the Camp on its spectacular ecological setting. As he has written in the past:

“A school week visitor to the camp would likely see our Episcopal Service Corps members and programming staff delivering hands-on experiential learning that connects young people to the aina-based knowledge and deep spiritual wisdom of our Native Hawaiian host culture (which is so resonant with our own Biblical wisdom). Such programming helps today’s youth consider future choices wonderfully influenced by the harmony and balance they experience in the beauty of God’s Creation at Mokulē‘ia. Summer visitors might interact with our Diocesan Summer Camp Program, Hui Pu. This faith-based program strives to build the next generation of a committed and transforming church... shaped by this small slice of heaven on earth.”

Building on Kahu Turner’s legacy, the Camp Board has been hard at work seeking to find a new Director who will take Camp Mokulē‘ia into its next decade, opening the doors to yet another generation of campers to include congregations of the Diocese and the wider community, including introducing campers from distant shores so that they might experience the unique beauty and environmental setting in what was once a Hawaiian village that lived off the land and sea, from mauka to makai. This year a new partnership has been formed with the Coastal Hazard Adaptation Research and Training (CHART) Program of the University of Hawai‘i, a living laboratory to support mitigation, adaptation and risk reduction of coastal hazards that affect the Mokulē‘ia shoreline. Visitors old and young will be able to learn about our oceanfront environment, and methods to address short and long-range challenges of climate change.

The Board is also aware of the need to do effective long-range planning on the 40 acres of property that make up the campus of the Camp. 27 acres are leased from the City and County of Honolulu, and the camp has utilized that acreage for 47 years for tent camping and outdoor programs. Another 10 acres adjacent to the main campus is as yet undeveloped and without water. Where this property fits into the long-term future of the Camp is part of the long-range planning process underway.



The heart of the Camp is on its Diocesan-owned 3 acres of pristine beachfront property that houses a lodge, cabins, dining hall and kitchen, office, swimming pool, small house/meeting area, and the only original building left on the site from its founding, the maintenance shed and the studio above, affectionately known as the Bishop’s Apartment. All these facilities require perpetual upkeep, and long-range planning includes needed renovations and upgrades to appeal to our 12,000 visitors that come each year. With the arrival of a new director, 2018 promises to be a pivotal and important year to which the Board is committed to responsible stewardship of this very special place.

\* \* \* \* \*

### St. Andrew’s Schools

Contact: Dr. Ruth R. Fletcher, Head of School  
Ms. Patty Foley, Chair – Board of Trustees

Phone: (808) 532-2411  
Phone: (808) 544-3777

#### Report:

Under new leadership the school refreshed and renewed the mission and vision of the school and unified our family of schools: The Prep, The Priory, and The Preschool, under the umbrella of St. Andrew’s Schools. Our vision is to help children learn and grow – to be their personal best, engaged in the world and inspired to making it more humane and just. Our mission is to actively engage and educate students in a culture of care, love, and service. Every child is known, challenged, understood, and empowered to *strive for the highest*. Honoring our founder, Queen Emma Kaleleonālanī, and grounded firmly in our Hawaiian heritage and spiritual values, St. Andrew’s fosters broad-minded awareness in every arena with a personalized curriculum that encourages children to discover their most expansive and courageous selves.

This last year saw higher philanthropic support as we kicked off the celebration of our 150<sup>th</sup> anniversary at the Queen Emma Ball. Mahalo to our partners in the church for your generous support of these efforts! This annual fundraising event is vital for bringing in student financial aid dollars. This year we were able to net \$350,276 for student financial aid and scholarships and set aside more than \$300,000 for our Campus Master Planning and long-term facilities improvement needs.

In June, we engaged a new Director of Marketing and Communications who delivered an impressive strategic marketing plan and has made immediate improvements on the schools’ image in the marketplace. Enrollment overall has stabilized with the addition of The Prep, yet enrollment is still a keen focus for the school. The preschool continues to operate at full capacity and summer/spring “adventure camps” continue to produce solid returns.

After considerable losses in recent years the school has a balanced budget for 2017-18. Our greatest challenge is likely to be the redesign of our faculty compensation scheme in a way that is affordable yet still effective in retaining and recruiting great teachers.



<b>Fiscal Year</b>	<b>Operating Loss</b>
2013-14	\$ 928,030
2014-15	\$ 724,066
2015-16	\$ 356,754
2016-17	\$ 3,169
2017-18 Budget	\$ - 0 -

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

\* \* \* \* \*

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

**Contact:** Ms. Paula Baldwin, Interim President, Trinity By-the-Sea Episcopal Church, Kihei, Maui; (650) 678-0098; [baldwin808@gmail.com](mailto:baldwin808@gmail.com)

**Board of Directors:** Mr. John Decker, the Rev. Linda Decker, the Rev. Amy Crowe (Clergy Representative), Ms. Mary Lou Mellinger, Ms. Helen “Kit” Hart, Mr. Chuck Spence, Ms. Barbara Ziph, Ms. Joan Vila, Mr. K. Peter Lee (Bishop’s Representative), Ms. Leah Sarne (Treasurer)

**Report:**

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

**Diocesan Strategic Plan Goals:**

This Outreach Ministry continues to fulfill our Hawai‘i Diocesan strategic plan goals of transforming our Diocese and Churches into vital and vibrant Christian communities by responding to human need with loving service. As of July 31<sup>st</sup> of this year, we have conducted service-mission contacts with 5,518 homeless and poor on the streets of Maui. It should be emphasized that we also make efforts to encourage and help refer our homeless friends to seek transitional housing avenues and other forms of assistance. This was accomplished by an all-volunteer mission team, to include a Board of Directors, run leaders, outreach workers and supply team volunteers. Our outreach team includes over 65 volunteers from the four Episcopal Churches on Maui along with volunteers from Roman Catholic, along with various Christian Churches including New Hope, Grace, Haiku Bible, Congregational, Quaker, and friends from the Maui Buddhist Faith community.

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

A Cup of Cold Water continues to be generously funded by individuals, churches, our Hawai‘i Episcopal Diocese and charitable trusts. As of June 30<sup>th</sup> 2017, our balance was \$82,782.02 and

we expended about \$4,000 a month to operate. We also received an average of \$6,140.00 dollars of in-kind donations monthly (Jan-May 2017). 82% of our funds go toward the purchase of water, nutrition, clothing, hygiene and first aid items with 9% spent on Administrative fees, fuel and operations and 9% spent on van and liability insurance. ACCW's 2017 annual total expenses are projected to be about \$48,000.00.

A 2016 ACCW Annual report (included in your packet) gives a complete review of our field mission and is also posted on the Diocesan website under the Ministries tab and Mission Beyond the Church.

## Attachment 23: Registered Clergy Delegate List

### Canonically Resident Clergy

The Rev. Diana Akiyama  
The Rev. Cn. Randolph Albano  
The Rev. Phyllis Beimes  
The Rev. Dcn. Lani Bowman  
The Rev. Cn. Franklin Chun  
The Rev. George Clifford  
The Rev. Dcn. Steven Costa  
The Rev. Richard Cromwell  
The Rev. Amy Crowe  
The Rev. Cn. Kathleen Cullinane  
The Rev. Linda Decker  
The Rev. Bruce DeGooyer  
The Rev. Alison Dingley  
The Rev. Peter Fan  
The Rt. Rev. Robert Fitzpatrick  
The Rev. David Gierlach  
The Rev. Christopher Golding  
The Rev. Cn. Alexander Graham  
The Rev. Cn. Brian Grieves  
The Rev. Kerith Harding  
The Rev. Malcolm Keleawe Hee  
The Rev. Cn. Robert K. “Moki” Hino  
The Rev. Gregory Johnson  
The Rev. Marnie Keator  
The Rev. Cn. David Kennedy

The Rev. Giovan King  
The Rev. Daniel Leatherman  
The Rev. Paul Lillie  
The Rev. Paul Nahoa Lucas  
The Rev. Katlin McCallister  
The Rev. Andrew McMullen  
The Rev. Ryan Newman  
The Rev. Imelda Padasdao  
The Rev. Annalise Pasalo  
The Rev. Ernesto Pasalo  
The Rev. Kaleo Patterson  
The Rev. Heather Patton-Graham  
The Rev. Richard Shields  
The Rev. Nicole Simopoulos  
The Rev. David Stout  
The Rev. Irene Tanabe  
The Rev. Dick Tardiff  
The Rev. John Tomoso  
The Rev. Craig Vance  
The Rev. Raymond Woo

### Licensed Clergy

The Rev. John Lunn  
The Rev. Diane Martinson

## Attachment 24: Registered Lay Delegate List

<b>All Saints'</b>	<b>Good Shepherd</b>
Caldwell, Bill	Akana, Dutch
Caldwell, Cece	Aloy, Louise
Crocker, Linda	Decker, John
Murray, David	Lee, K. Peter
Nakamoto, Jean	Paul, Marie
<b>Calvary</b>	Riebling, Shelley
Borges, Lila	Tomoso, Susan
Emery, Louise	<b>Grace</b>
Hee, Karlene	Grinnell, Michael
Parker, Cheryl	Huizinga, Lorna
<b>Christ Church</b>	Kamakana Juario, Mahina
Foerster, Bob	<b>Holy Apostles</b>
Greenwell, Meg	Hayducsko, Judith
Spalding, Beryl	Jose, Meilani
<b>Christ Memorial</b>	Kraul, Dora
Akana, David	Lewis, Debra
Butler, Cathy	<b>Holy Innocents</b>
Seah, Kimberlee	Delos Reyes, Diane
<b>Emmanuel</b>	Gale, Chris
Cronk, Beth	Janowiak, Marie
Remedios, Carolyn	<b>Holy Nativity</b>
Tonokawa, Jane	Otani, Kathy
<b>Epiphany</b>	Slovak, Mark
Botsai, Don	<b>St. Andrew, The Cathedral of</b>
Hanohano, Pi'ilani	Conklin, Elizabeth
Kokubun, Carrie-Anne	Kekuna, Robert
Kusumoto, Ryan	Puahala, Roth
<b>Good Samaritan</b>	Service, Barbara
Hee, Faye	Spiegelberg, Harry
Nishihira, Deb	Yon, Stanley

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**St. Augustine's**

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Arellano, Jerome

Cole, John

Gomes, Maurine

Matsuda, Kathleen

---

**St. Christopher**

---

Hankins, Marji

Perry, Nancy

Simpson, Lynn

Simpson, Tom

---

**St. Clement**

---

Anderson, Dana

Carpenter, Mary

Frank, Kimberly

Frank, Trey

Hauger, James Scott

Palmore, Susan

---

**St. Elizabeth's**

---

Ing, Douglas

Jong, Gretchen

Lentz, Mary Ann

Rowland, Sylvia

Yamasaki, Ken

---

**St. James'**

---

Acacio, Susan

Anderson, Patricia

Lahnum, Dawn

Lee, Paul

Robertson, Thomas

---

**St. John the Baptist**

---

Holokai, May

Mokiao, Loretta

Natividad, Mary Elizabeth

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**St. John's (Kula)**

---

Castellanos, Lesley

Fiddes, Jean

Harrisson, John

Makua, Janet

Schumacher, Paul

---

**St. John's BTS**

---

Chang, Phyllis

Clements, Pat

Fay, Vicki

---

**St. Jude's**

---

Burt, Cordelia

Stigall, Steve

White, Thomas

---

**St. Luke's**

---

Abreu, Jade

Pyun, Pat

Yamada, David

---

**St. Mark's**

---

Leialoha, Sandra

Reavis, Michel

Schamber, John

Shimabukuro-Geiser, Phyllis

---

**St. Mary's**

---

Johnson, Tatjana

Tawarahara, Dara

Williams, Charles

---

**St. Matthew's**

---

Besenbruch, Valerie

Kolhoff, Kathleen

Raspotnik, Jazelle

---

**St. Michael**

---

Hagensen, Julie

Hillegonds, Patricia

Hiraga-Nuccio, Madeleine

Nuccio-Hiraga, Maureen

Null, Amy

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**St. Nicholas**

---

Brown, Doug

Holden, Kala

---

**St. Paul's**

---

Aguinaldo, Julie

De Jesus, Fay

De La Cruz, Lany

Duldulao, Maribel

Miller, Phyllis

Viernes, Irene

Yoro, Amado

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**St. Peter's**

---

Kimura, Karin

Rowe, Nancy

Saito, Kyle

Wight, Stephanie

Yap, Willis

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**St. Stephen's**

---

Adams, Mariterie

Shawhan, Sandra

---

**St. Timothy's**

---

Domingo, Vickie

Mahuka, Joanne

Morales, David

Quintero, Louisa

---

**Trinity BTS**

---

DeGooyer, Sylvia

Serwatowski, Martha

Spence, Charles

Werner, Lisa

---

**West Kaua'i**

---

Barker, Lynn

Daligcon, Kristal Ann

Williams, Gregory

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## Attachment 25: Necrology List

September 1, 2016 – August 31, 2017

All Saints' Episcopal Church	Ryanne Mariko DeLosSantos Elsie Mew Lung Goo Richard Henry Schulz
Calvary Episcopal Mission	James J.M. Chow Eula May "Skippy" Sweet Rose Swegler
Christ Church Episcopal	No report submitted
Christ Memorial Episcopal Church	Charles Bon
Emmanuel Episcopal Church	Jacqueline Wiggins
Epiphany Episcopal Church	Ellen Tenn Leau Susannah May Moore Katsutani Anson Yohei Chang
Good Samaritan Episcopal Church	Robert Kato Seiko Oshita Wilma Ikezawa Francis Kojima
Good Shepherd, The Parish of	Remigia Ulnagan Macadangdang James Jeffrey New
Grace Episcopal Church	No names to report
Holy Apostles, Church of the	No report submitted
Holy Cross, The Church of the	Ruth Leinau
Holy Innocents, The Church of the	Fred Harris
Holy Nativity, The Church of the	Jeffrey Kam Young Ching Lithea Wong Hall Bonnie Stevens Bickford Edward Sawyer Sylvia Hutchinson Derby Francis Mau Chuck McCrary

St. Andrew, The Cathedral of

Wattie Rhoda Kahaialiikapu Char-Olsen  
Earl Satoru Kanayama  
Fairlene "Faye" Mew Fa Chun Moniz  
Rose Kui Far Lum  
Leinani Keppeler Bortles  
Kenneth Takashi Okano  
Mark Allan Swegler  
Donald Masami Yamashita  
James A'alahilo Rathburn  
Stanley Chase Goodsill  
Edwin Mahi'ai Copp Beamer

St. Augustine's Episcopal Church  
(Kohala Episcopal Mission)

Samuel Flores Acacio  
Josefa Gumayagay Sahagun  
Kayoko Shimizu Hanano

St. Christopher, The Parish Church of

Priscilla White Lindsay  
John Bradstreet Domke  
Rachel N. Sada  
Nancy Kessenger

St. Clement, The Parish of

James W. Betts  
Anna Derby Blackwell  
Julian Wiley Carr  
Sarah Puilani Young Ching  
Lorraine S. Dove  
Page Richardson Dwight  
Mook-Lan Mui Fan  
Helen Eloise Jennings Hauger  
Harry Franklin Kies  
Jean Plummer Kies  
Anne van Patten Grilk King  
Any Tomiko Miyake  
Ronald Masaji Nakatsuji  
Mary Deas Reynolds

St. Columba's Episcopal Church

Crispina Palacio  
Mary Alfiler

St. Elizabeth's Episcopal Church

Mineko Naito  
Miles Yukuo Shigemura  
Koon Hee Leong  
Edwin Taganbay  
James Minoru Fuchigami



St. James' Episcopal Church	Patricia Greenwell John Kitchen Pete L'Orange Mary Obrastoff Richard "Dickie" Spencer
St. John the Baptist Episcopal Church	Lisa DeVeaux
St. John's, The Parish of (Kula)	Marvin En Pin Shim Sara Wood Appel William Theodore Cleghorn Jesse Ryan Fisher Edward Wayne Hubanks
St. John's By-the-Sea	Gene Kaulula'au Naipo Harry Lau, Sr. Frank Embree Warren Young Bertha Awa Danielle Juzan Perkins George M. Leong
St. Jude's Episcopal Mission	Kathleen Solomon David Mattson Erma Hendricks Marla Hubbard
St. Luke's Episcopal Church	Mary Lee Wong Mi Sun Hong
St. Mark's Episcopal Church	Roger Couture
St. Mary's Episcopal Church	Oh Shun Lim William Eugene Bowden Ellen Agnes Corrie Takashi Kuwahara
St. Matthew's Episcopal Church	Joseph John Kalaniwai-kapu Hines Priscilla Kaia Ho
St. Michael and All Angels Church	Imogene Hagensen Miner Richard Kopps
St. Nicholas Episcopal Church	Dot Shigemura

St. Paul's Episcopal Church

Rosario R. Andres  
Teodocia P. Pagatpatan  
Domingo T. Albano  
Aniceto Pagaling  
Leonita B. Coloma  
Dominga G. Corpuz  
Sinforoso A. Yasay  
Ruben T. Balintona  
Maura Del S. Vicente  
Wilfred B. Madamba  
Samuel P. Domingo, Jr.  
Doris C. Romualdo  
Juan Agbayani  
Kevin G.P. Albano

St. Peter's, The Parish of

Gerard Y.W. Wong  
Beatrice Kuen Yin Pang Bryant  
Benjamin Ying Hin Lum  
Eleanor You Hoon Wong Kashiwada  
Gordon Shui Wun Zane  
Blossom Young Tyau  
Francis H.Y. Park  
Ramona Kam  
Frances I. Masunaga  
Gladys Ngan Fung Chung Ho

St. Stephen's Episcopal Church

Alan Monck Peterson

St. Timothy's Episcopal Church

No names to report

Trinity Episcopal Church By-the-Sea

Stephen Douglas Teetor

West Kaua'i, Episcopal Church on

Kaoru Fujita

Clergy of the Diocese of Hawai'i

The Rev. Robert Eugene Walden  
The Rev. Rudolph Atherton Duncan  
The Rt. Rev. Richard S.O. Chang

## Attachment 26: Proposed Constitutional Amendments, First Reading

*The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 79th General Convention in 2018, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.*

### **B011: Amend Article II.7**

Resolved, That the Constitution of the General Convention (2012) Article II.7 is hereby amended to read as follows:

Sec. 7. ~~It shall be lawful for~~ The House of Bishops ~~to~~ may elect a ~~Suffragan Bishop~~ Suffragan who, under the direction of the Presiding Bishop, shall be in charge of the work of those persons of this Church who serve as chaplains in the Armed Forces of the United States; *and such other agencies as may be specified by the Presiding Bishop.* The ~~Suffragan Bishop~~ Suffragan so elected shall be ordained and consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. ~~The Suffragan Bishop shall be eligible for election as Bishop or Bishop Coadjutor or Suffragan Bishop of a Diocese.~~

### **D003: Amend Article V**

Resolved, That Article V, Section 1 is amended to read as follows:

A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Bishop-Ecclesiastical Authority~~ for that purpose; or, with the approval of the ~~Bishop-Ecclesiastical Authority~~, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the ~~Bishop-Ecclesiastical Authority~~ of each Diocese. ~~In case the Episcopate of a Diocese be vacant, no proceedings toward its division shall be taken until the vacancy is filled.~~ After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

### **D008: Amend Article I.1**

Resolved, That Article I, Section 1 of the Constitution is amended to read as follows:

Sec. 1. *There shall be a General Convention of this Church, consisting of the House of Bishops and the House of Deputies, which Houses will sit, debate, and vote separately, unless otherwise*

*provided for by this Constitution or the Canons. The Houses by majority vote of each House may call for the Houses to sit, debate, and vote, or any combination thereof, together. The General Convention may by Canon establish procedures for such sessions. In all deliberations freedom of debate shall be allowed. Either House may originate and propose legislation, and all acts of the Convention shall be adopted and be authenticated by both Houses.*

## Attachment 27: Courtesy Resolutions

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to our Primate and Presiding Bishop, the Most Reverend Michael B. Curry, and Mrs. Sharon Clement Curry, with deep gratitude and thankfulness for their ministry to The Episcopal Church and this Diocese;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Right Reverend Donald P. Hart, Third Bishop of Hawai'i, and Mrs. Elizabeth Hart;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to Mrs. Patti Browning, widow of the Right Reverend Edmond L. Browning, former Presiding Bishop and Second Bishop of Hawai'i;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to Mrs. Delia Chang, widow of the Right Reverend Richard S.O. Chang, Fourth Bishop of Hawai'i;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Bishop of the Pacifica Synod of the Evangelical Lutheran Church in America, the Reverend Dr. Andrew Taylor, with deep gratitude and thankfulness for our full Communion partnership and the ministry shared with the Episcopal Church here in Hawai'i;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Sisters of the Community of the Transfiguration, giving thanks to Almighty God for their many years of devoted service at St. Andrew's Priory School for Girls, and asking for the continued prayers of the Sisters for this Diocese;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Very Reverend W. Mark Richardson, Ph.D., President and Dean of the Church Divinity School of the Pacific, and ask that he extend our greetings and aloha to the faculty and administration in thanksgiving for the ministry of education and spiritual formation of clergy and lay leaders at the seminary of Province VIII and many of whom have faithfully served this Diocese;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Very Reverend Ian S. Markham, Ph.D., President and Dean of Virginia Theological Seminary, and ask that he extend our greetings and aloha to the faculty and administration in thanksgiving for the ministry of education and spiritual formation to the seminarians from this Diocese and for special formation opportunities provided to this Diocese;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i send its greetings and aloha to the Archbishop of Canterbury, the Most Reverend Justin

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

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Obispo Maximo of the Iglesia Filipina Independiente, the Most Reverend Rhee M. Timbang, and to the Right Reverend Raul Tobias, Bishop-in-Charge of the Western USA and Canada, in thanksgiving for the historic connection between this Diocese and the Iglesia Filipina Independiente;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Canon Moki Hino as Secretary of Convention; Ms. Mary Carpenter as Chair of Dispatch of Business; all those assisting with credentials and registration; and all those involved with elections, both tellers and counters;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to ‘Iolani School, Dr. Timothy Cottrel (Head of School), the Reverend Daniel Leatherman, the Reverend Nicole Simopoulos-Pigato, the Reverend Heather Patton-Graham, and the staff for their assistance with the Annual Meeting Eucharist and the Business Meeting;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deepest thanks to Ms. Sharon Billingsley and Ms. Norma Chun who have faithfully volunteered in the Office of the Bishop;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Chancellor, Mr. Wayne Yoshigai; the Vice Chancellor of the Diocese, Mr. Kevin Herring; to the continuing Deputy Vice Chancellors, Mr. Eric James, and Mr. Douglas Smith; and to the Chancellor Emeritus, Mr. Jack Lockwood, for their faithful service to and care of this Diocese;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Historiographer of the Diocese, Mr. Stuart Ching;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Peter Pereira, for his years of diligence and faithful service to this Diocese;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the members of the Bishop’s staff: Mr. Danny Casey, Ms. Rae Costa, the Rev. Cn. Alexander Graham, Ms. Fane Lino, Mr. Sonny Liu and Ms. Irina Martikainen for their openness and availability to all of us in this Diocese, reflecting their God-given ministry to Christ’s Church, and especially at this time of Annual Meeting, for their

devoted and long hours of faithful service which they have given in preparation for this Annual Meeting of the Convention and throughout the year;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to Mr. Kim Payton, the Reverend Ryan Newman and the rest of the members of the Strategic Initiatives Group for their work over the past year and their presentation at this year's Education Day;

RESOLVED, that this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the Reverend Canon Frank and Mrs. Norma Chun, for serving as Co-Chaplains to our retired clergy;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 49th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i.

## Attachment 28: Teller's Report

### First Ballot

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term.  
170 votes cast. 9 blank ballots. 86 votes necessary for election.  
Moki Hino: 170 votes. Moki Hino elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term.  
175 votes cast. 4 blank ballots. 88 votes necessary for election.  
John Decker: 65 votes. Dixie Kaetsu: 78 votes. Michael Smith: 32 votes. No election.

Ballot C-1: Diocesan Council—Lay Honolulu County for a Three-Year Term.  
175 votes cast. 4 blank ballots. 88 votes necessary for election.  
Wilma Namumnart: 104 votes. Laurie Luczak: 71 votes. Wilma Namumnart elected.

Ballot D-1: Diocesan Council—Lay Hawai'i County for a Three-Year Term.  
175 votes cast. 4 blank ballots. 88 votes necessary for election.  
Daniel Garrett: 174 votes. Michael Smith: 1 vote. Daniel Garrett elected.

Ballot E-1: Standing Committee – Clergy At-Large for a Four-Year term.  
175 votes cast. 4 blank ballots. 1 illegal ballot. 88 votes necessary for election.  
Kathleen Cullinane: 87 votes. David Gierlach: 70 votes. Irene Tanabe: 17 votes. No election.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term.  
174 votes cast. 5 blank ballots. 88 votes necessary for election.  
Chuck Spence: 174 votes. Chuck Spence elected.

Ballot G-1: Standing Committee—Lay At-Large for a Three-Year Term.  
174 votes cast. 5 blank ballots. 88 votes necessary for election.  
Ruth Smith: 174 votes. Ruth Smith elected.

Ballot H-1: Cathedral Chapter—Clergy for a Two-Year Term.  
168 votes cast. 11 blank ballots. 85 votes necessary for election. Heather Patton-Graham: 168 votes. Heather Patton-Graham elected.

Ballot I-1: Cathedral Chapter—Lay for a Two-Year Term.  
173 votes cast. 6 blank ballots. 87 votes necessary for election.  
Phyllis Miller: 173 votes. Phyllis Miller elected.

Ballot J-1: Secretary for a One-Year Term. 173 votes cast. 6 blank ballots. 87 votes necessary for election.  
Moki Hino: 173 votes. Moki Hino elected.

Ballot K-1. Confirmation by the Convention  
174 votes cast. 5 blank ballots. 88 necessary for election.



Wayne Yoshigai, Chancellor: 167 votes.  
Kevin Herring, Vice Chancellor: 165 votes.  
Stuart Ching, Historiographer: 170 votes.  
Irina Martikainen, Registrar: 169 votes.  
Alison Dingley, Commission on Ministry – Clergy (4 years): 165 votes.  
Carrie-Ann Kokubun, Commission on Ministry – Lay (4 years): 168 votes.  
David Gierlach, Disciplinary Board – Clergy (3 years): 167 votes.  
Madeleine Hiraga-Nuccio, Disciplinary Board – Lay (3 years): 166 votes.  
Ernesto “JaR” Pasalo, Diocesan Compensation Review Commission – Clergy (3 years): 167 votes.  
Pam Fern, Diocesan Compensation Review Commission – Lay (3 years): 167 votes.  
All Appointments confirmed.

## **Second Ballot**

**Action Item:** Diocesan Council Lay At-Large. Due to the withdrawals of John Decker and Michael Smith, a motion was made and seconded to elect Dixie Kaetsu by acclamation. **The motion passed.** **Action Item:** A motion was made and seconded to elect Dixie Kaetsu for Diocesan Council Lay At-Large. The motion passed. Dixie Kaetsu elected.

**Action Item:** Standing Committee Clergy At-Large. Due to the withdrawals of David Gierlach and Irene Tanabe, a motion was made and seconded to elect Kathleen Cullinane by acclamation. **The motion passed.** **Action Item:** A motion was made and seconded to elect Kathleen Cullinane for Standing Committee Clergy At-Large. **The motion passed.** Kathleen Cullinane elected.

## **Resolutions**

**Consideration of Resolution #1:** *2018 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i* **Adopted**