



Journal of the 50th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i

Courtyard by Marriott King Kamehameha's Kona Beach Hotel
Kailua-Kona, Hawai'i

October 26-27, 2018

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

Organization of the Episcopal Church

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

Diocese of Hawai'i Directory

(Province VIII)	
Bishop	The Rt. Rev. Robert L. Fitzpatrick
Treasurer	Mr. Peter C. Pereira
Chancellor	Mr. Wayne Yoshigai, Esq.
Vice Chancellor	Mr. Kevin W. Herring, Esq.
Deputy Vice Chancellor	Mr. Douglas C. Smith, Esq.
Historiographer	Mr. Stuart Ching
Registrar	Ms. Rae Costa
Episcopal Church Women	Ms. Louise Aloy
St. Andrew's Schools	Dr. Ruth Fletcher, Head of School standrewsschools.org
Episcopal Camp and Conference Center at Mokolē'ia	The Rev. Darrell Whitaker, Executive Director campmokuleia.com
A Cup of Cold Water	Ms. Paula Baldwin 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	www.episcopalhawaii.org

Standing Committee

Name	Year	Name	Year
The Rev. Mahi Beimes	2018	Ms. Phyllis Chang	2019
The Rev. Kerith Harding	2018	Mr. Stuart Ching	2018
<i>Vacant, clergy seat</i>	2019	Ms. Ruth Smith	2020
The Rev. Paul Lillie, President	2020	Mr. Chuck Spence	2021

Diocesan Council

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

Name	Year	Name	Year
<i>Vacant, lay seat</i>	2018	The Rev. Cn. Moki Hino, Asst. Secretary	2020
Ms. Louise Aloy, Secretary	2019	Ms. Dixie Kaetsu, Asst. Tresurer	2020
The Rev. Amy Crowe	2018	Mr. K. Peter Lee	2019
The Rev. Bruce DeGooyer	2019	The Rev. Andrew McMullen	2019
Mr. Daniel Garrett	2020	Ms. Wilma Namumnart	2020
Ms. Patricia Hillegonds	2018	The Rev. Richard Tardiff, Vice President	2018

Commission on Ministry

Name	Year	Name	Year
The Rev. Randy Albano	2019	Ms. Carrie-Anne Kokubun	2021
The Rev. Linda Decker, Chair	2020	The Rev. Kaleo Patterson	2018
The Rev. Alison Dingley	2021	Ms. Debora Tandal	2018
Ms. Pam Fern	2019	Ms. Arleen Young	2020

Commission on Finance and Administration

Name	Name
Ms. Dixie Kaetsu	Ms. Wilman Namumnart
Mr. Joe Kindrich	Mr. James Putnam, Chair
The Rev. Giovan King	Mr. Nathan Smith

Commission on Investments

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

Section II: Journal of Proceedings

Convened in
Kamakahonu Ballroom,
Courtyard by Marriott King Kamehameha's Kona Beach Hotel
Kailua-Kona, Hawai'i
Saturday, October 27, 2018

Convening of the 50th Annual Meeting of the Convention

Bishop Fitzpatrick convened the 50th Annual Meeting of the Convention at 9:46 AM.

Opening Prayer

The Rev. Katlin McCallister, Chaplain offered the opening prayer.

Introduction of Guests and Honored Attendees

The following introductions were made by the Secretary:

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

- The Rev. Dustin Berg
- The Rev. Gae Chalker
- The Rev. Heather Hill
- The Rev. Linda Lundgren
- The Rev. Sara Shisler Goff
- The Rev. Bernard Yung

Clergy New to the Diocese:

- The Rev. Benjamin Newland (in absentia)

Ordained to the Transitional Diaconate Since the Last Annual Meeting:

- The Rev. Jasmine Bostock
- The Rev. Christopher Bridges
- The Rev. Ha'aheo Guanson
- The Rev. Alison Donohue (in absentia)
- The Rev. Mark Haworth
- The Rev. Preston Lentz

Newly Retired or Departing Clergy

- The Rev. Ryan Newman
- The Rev. Luis Rodriguez
- The Rev. Richard Shields

New Executive Director at Camp Mokulē'ia

- Mr. Darrell Whitaker

Staff Members New to the Office of the Bishop

- The Rev. Cn. Kathleen Cullinane

Those on Stage:

- The Rt. Rev. Robert Fitzpatrick, V Bishop of Hawai‘i
- Mr. Wayne Yoshigai, Chancellor
- The Rev. Annalise Pasalo, Dispatch of Business Chair
- The Rev. Moki Hino, Secretary

Quorum Report of the Credentials Committee

Prior to introducing the Credentials Committee Chair, Bishop Fitzpatrick thanked Hawai‘i Island congregants for their help and hospitality at this Convention.

Cordelia Burt, 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: **78**. 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: **26**. There were **48** 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 33 parishes and missions that had paid their 2017 assessments in full. The total number of possible lay Delegates permitted under Article III, Section 2 was: **133**. To constitute a quorum, a majority of this number was required to be present and registered. That number must be greater than: **67**. There were **126** Delegates present and registered for this meeting. A lay quorum was declared present.

Action Item: On behalf of the Diocesan Council Ms. Burt 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 Ms. Burt to report on the revised clergy and lay quorum and Ms. Burt 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: **137**. To constitute a quorum, a majority of this number was required to be 50% present and registered and that number must be greater than: **69**. There were **130** Delegates present and registered for this meeting. A lay quorum was present.

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

Other Clergy:

- The Rev. Dwight Brown
- The Rev. Luis Rodriguez

Lay Members of Diocesan Council Who Are Not Delegates

- Mr. Daniel Garrett
- Ms. Wilma Namumnart

Lay Members of the Standing Committee Who Are Not Delegates

- Ms. Phyllis Chang
- Mr. Chuck Spence

Others:

- Mr. Bruce Hanohano, Church of the Epiphany
- Mr. Darrell Whitaker, Camp Mokulē‘ia
- Ms. Ruth Fletcher, St. Andrew’s Schools

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

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

The Rev. Annalise Pasalo, Chairman of Dispatch of Business announced Appointments to Committees of the Convention (by Title). The full list on page 5 in the 2018 Booklet.

Report from the Chair of Dispatch of Business

Action Item: The Rev. Annalise Pasalo called attention to the agenda in the Booklet and moved adoption of the Agenda noting the following special orders of business:

- Camp Mokulē‘ia
- General Convention Deputies Report
- St. Andrew’s Schools

The motion passed.

Report on Resolutions

The Rev. Annalise Pasalo made a report on the following resolutions:

- Resolution 1: *2019 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i*
- Resolution 2: *Failure on DACA Will Stain the U.S.*
- Resolution 3: *Taking a Stand Against Abuse in All its Forms*
- Resolution 4: *Creation Care*

Report on Nominations

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

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term. There were two nominations received: Christopher Bridges and John A.H. Tomoso. 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 was one nomination received: Angela Cainguitan. There were no additional nominations from the floor and nominations were closed.

Ballot C-1: Diocesan Council—Lay Kauaʻi County for a Three-Year Term. There was one nomination received: Nelson Secretario. There were no additional nominations from the floor and nominations were closed.

Ballot D-1: Standing Committee – Clergy At-Large for a Four-Year term. There was one nomination received: Raymond Woo. There were no additional nominations from the floor and nominations were closed.

Ballot E-1: Standing Committee—Clergy At-Large for a Three-Year Term. There was one nomination received: Phyllis Mahilani Beimes. There were no additional nominations from the floor and nominations were closed.

Ballot E-1b: Standing Committee—Clergy At-Large for a One-Year Term. There were no nominations received as the vacancy came after the deadline for prefiled nominations. Bruce DeGooyer nominated Annalise Pasalo from the floor. Lisa Andres nominated Daniel Leatherman from the floor. The nominations were closed.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term. There were three nomination received: John Decker, Sylvia DeGooyer and Vernon Sheldon-Witter. There were no additional nominations from the floor and nominations were closed.

Ballot G-1: Cathedral Chapter—Clergy for a Two-Year Term. There were no nominations received. There were no nominations from the floor and the nominations were then closed.

Ballot H-1: Cathedral Chapter—Lay for a Two-Year Term. There were no nominations received. Anne Murphy nominated John Decker from the floor and the nominations were then closed.

Ballot I-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 J-1. Ballot J-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.

Annalise Pasalo withdrew her name from consideration for Ballot E-1b.

The Bishop’s Address

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

Treasurer's Report by Title

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

Bishop Fitzpatrick acknowledged the return to work of Mr. Peter Pereira, Treasurer.

Consideration of Resolutions

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

Consideration of Resolution #1: *2019 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.

Action Item: David Stout proposed an amendment that was pre-filed by the Committee to strike the words in Paragraph 6 of the RATIONALE/EXPLANATION that read:

- with consideration for Fair Market rental value; and
- The committee discussed adding a notation that the Housing Adjustment should be 30% of TAC or Fair Market rental value plus utilities; whichever is less. Again, the committee anticipates this change in new letters of agreement and not necessarily a change to existing letters of agreement.

The text would then read:

- Church Pension Group has also made changes in their formula for determining the value of church provided housing. The committee recommends that we adopt the new Church Pension church owned housing policy. The Church Pension policy states that the Church Supplied Housing Adjustment be 30% of the clergy person's Total Assessable Compensation (TAC). See Exhibit A of this document for a worksheet to compute this amount for clergy who receive church provided housing.

The amendment passed. Consideration returned to the amended resolution.

Action Item: Heather Hill proposed an amendment to Full-Time Employee Benefits, Section I, stating that Parental Leave be changed from 12 workweeks to 16 workweeks for clergy couples employed in the Diocese. Discussion ensued. **The amendment passed.** Consideration returned to the original resolution as amended.

Action Item: Kerith Harding proposed an amendment to replace Item g: with the value of church- supplied housing shall be determined on a case-by-case basis at the congregational level. The motion was seconded. Discussion ensued. **The amendment passed.** Consideration returned to the original resolution as amended.

Action Item: Katlin McAlister proposed an amendment to raise the CPI-U from 2.1% to 2.6% and to replace the word nationally to for Hawai'i. The motion was seconded. Discussion ensued. **The amendment passed.** Consideration returned to the original resolution as amended.

Action Item: Kerith Harding proposed an amendment to raise the minimum increase from 0.5% to 2.0%. The motion was seconded. Discussion ensued. **The amendment passed.** Consideration returned to the original resolution as amended. **Resolution #1 was adopted as amended.**

Presentation of the 2019-2021 Budget

Dixie Kaetsu presented the 2019-2021 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 of the Secretary of the Convention

Rev. Hino made the following announcements:

- If you need help connecting to the Wi-Fi, please find someone in a red or yellow baseball cap.
- Baseball caps will be donated to any congregation that has outreach ministries or thrift shops. See Rae Costa before 2:00PM to let her know if your congregation would like caps. They will be distributed equally among those that sign up. You will be responsible for picking up the caps and getting them home.
- See Irina for parking validation if you are not staying at the hotel.
- We have one printed workbook per congregation available at the hospitality table. If you have not picked up yours, please do so.
- Handouts from various organizations are available for you to take at the Hospitality Table in the back of the room. Please take a look.
- A cell phone was left at the low table. Please claim it if it is yours.
- As you may know, thousands of hotel workers are striking for a livable wage in Waikiki. They have asked to begin each day with prayers. Any clergy who are available to lead a prayer for these folks any weekday at 8:00AM, please see David Gierlach.
- The Rt. Rev. Donald Hart, III Bishop of Hawai'i sends the following greeting to this Convention:
 - Elizabeth and I are reminded once again of the gracious hospitality of the Diocese in welcoming us. It was an overwhelming gift of aloha, which is a reflection of God's grace. And so I greet the Diocese in Convention and add my prayers and blessings to the important work you carry out in God's name. Thank you for your ministry, and for all the remarkable ministries that take place in the beloved community of Christ, there in Hawai'i. With deep affection and God's blessing, Donald Hart

Recess

The Convention went into recess for lunch at 12:16PM.

The Convention Reconvenes

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. 175 ballots received. 2 blank ballots. 173 votes cast. 3 illegal ballots. 87 votes necessary for election. Christopher Bridges: 175 votes. John A.H. Tomoso: 158 votes. Christopher Bridges and John A.H. Tomoso elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term. 170 ballots received. 6 blank ballots. 164 votes cast. 4 illegal ballots. 83 votes necessary for election. Angela Cainguitan: 164 votes. Angela Cainguitan elected.

Ballot C-1: Diocesan Council—Lay Kaua'i County for a Three-Year Term. 165 ballots received. 11 blank ballots. 154 votes cast. 4 illegal ballots. 78 votes necessary for election. Nelson Secretario: 154 votes. Nelson Secretario elected.

Ballot D-1: Standing Committee – Clergy At-Large for a Four-Year term. 175 ballots received. 8 blank ballots. 166 votes cast. 6 illegal ballots. 84 votes necessary for election. Raymond Woo: 166 votes. Raymond Woo elected.

Ballot E-1: Standing Committee—Lay At-Large for a Three-Year Term. 176 ballots received. 5 blank ballots. 171 votes cast. 4 illegal ballots. 87 votes necessary for election. Phyllis Mahilani Beimes: 171 votes. Phyllis Mahilani Beimes elected.

Ballot E-1a: Standing Committee—Clergy At-Large for a One-Year Term. 169 ballots received. 8 blank ballots. 161 votes cast. 3 illegal ballots. 82 votes necessary for election. Daniel Leatherman: 161 votes. Daniel Leatherman elected.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term. 175 ballots received. 4 blank ballots. 171 votes cast. 5 illegal ballots. 86 votes necessary for election. John Decker: 54 votes. Sylvia DeGooyer: 87 votes. Vernon Sheldon-Witter: 30 votes. No election due to 2 more votes being submitted than there were delegates registered.

Ballot G-1: Cathedral Chapter—Clergy for a Two-Year Term. No votes were cast as there were no nominees.

Ballot H-1: Cathedral Chapter—Lay for a Two-Year Term. 157 ballots received. 19 blank ballots. 138 votes cast. 4 illegal ballots. 70 votes necessary for election. John Decker: 138 votes. John Decker elected.

Ballot I-1: Secretary for a One-Year Term. 175 ballots received. 10 blank ballots. 165 votes cast. 5 illegal ballots. 84 votes necessary for election. Moki Hino: 165 votes. Moki Hino elected.

Ballot J-1. Confirmation by the Convention

172 ballots received. 7 blank ballots. 165 votes cast. 8 illegal ballots. 83 necessary for election.

- Wayne Yoshigai, Chancellor: 155 votes.
- Kevin Herring, Vice Chancellor: 150 votes.
- Stuart Ching, Historiographer: 158 votes.
- Rae Costa, Registrar: 160 votes.
- M. Keleawe Hee, Commission on Ministry – Clergy (4 years): 155 votes.
- Scott Suzuki-Jones, Commission on Ministry – Lay (4 years): 152 votes.
- Katlin McCallister, Disciplinary Board – Clergy (3 years): 157 votes.
- Irene Tanabe, Disciplinary Board – Clergy (3 years): 144 votes.
- Catherine Lowenberg, Disciplinary Board – Lay (3 years): 151 votes.
- Kerith Harding, Diocesan Compensation Review Commission – Clergy (3 years): 154 votes.
- William Caldwell, Diocesan Compensation Review Commission – Lay (3 years): 152 votes.

All Appointments confirmed.

Second Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting for Ballot F-2: Standing Committee—Lay At-Large for a Four-Year Term. There were three nomination received: John Decker, Sylvia DeGooyer and Vernon Sheldon-Witter.

Consideration of Resolution #2: *Failure on DACA Will Stain the U.S.*

Annalise Pasalo reminded the Convention of the rules for debate.

Action Item: Bishop Fitzpatrick called upon Paul Lillie of the Standing Committee to address the Convention. After Rev. Lillie’s report, the Bishop asked for additional comments, reminding the Convention to address the Chair. Discussion ensued.

Action Item: a motion was made and seconded to strike Paragraph 1. Jim Penny proposed an amendment to strike paragraph 1; to add “immediate” after “their” and before “families” in Paragraph 2; to strike everything after “act” and strike everything after “call on Congress to take action to protect these young people and to formulate a comprehensive immigration policy that is moral and consistent and that allows immigrants who want to contribute to this county the chance to do so while keeping our borders secure from those whose business is in drugs, human trafficking or terror.”

Action Item: a motion was made and seconded to amend the amendment by removing the word “immediate”.
The motion passed.

Action Item: a motion was made and seconded to maned the amendment by adding in Paragraph 2 the word “custodial” after “their and before “families.” There were 76 yes votes and 63 no votes. **The motion passed.**

Discussion returned to the main amendment. **The amendment passed.**

Action Item: a motion was made and seconded to take the 2nd Resolved and add before “call on congress” the words “actively use our faith to participate in legislation which affirms the baptismal covenant regarding immigration and.” **The amendment passed.**

Discussion returned to the main motion. **The main motion passed as amended.**

Report on the Second Ballot

Ballot F-2: Standing Committee—Lay At Large-Large for a Four-Year Term. 154 ballots received. 3 blank ballots. 151 votes cast. 13 illegal ballots. 76 votes necessary for election. John Decker: 42 votes. Sylvia DeGooyer: 87 votes. Vernon Sheldon-Witter: 22 votes. Sylvia DeGooyer elected.

Consideration of Resolution #3: *Taking a Stand Against Abuse in All its Forms.*

Action Item: Bishop Fitzpatrick called upon Paul Lillie of the Standing Committee to address the Convention. The Standing Committee moved Substitution Resolution #3b. After Rev. Lillie's report, the Bishop asked for additional comments, reminding the Convention to address the Chair. Discussion ensued. Various amendments were proposed. A motion was made and seconded to refer Resolution #3 and #3b back to the Standing Committee. **The motion was referred.**

Special Order of Business: St. Andrew's Schools

Bishop Fitzpatrick called on Dr. Ruth Fletcher, Head of School, to address the Convention.

Consideration of Resolution #4: *Creation Care*

Action Item: Bishop Fitzpatrick called upon Paul Lillie of the Standing Committee to address the Convention. After Rev. Lillie's report, the Bishop asked for additional comments, reminding the Convention to address the Chair. Discussion ensued. **The motion passed.**

Special Order of Business: Report from General Convention

Bishop Fitzpatrick called on Mr. Ryan Kusumoto to address the Convention.

Special Order of Business: Camp Mokulē'ia

Bishop Fitzpatrick called on Darrell Whitaker, Executive Director of Camp Mokulē'ia to address the Convention.

Courtesy Resolutions

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

Date & Location of the 2019, 2020 & 2021 Annual Meetings

Rev. Hino announced the following dates and locations:

- October 25-26, 2019: Island of O'ahu (50th Anniversary of the Diocese of Hawai'i)
- October 23-24, 2020: Island of O'ahu
- October 29-30, 2021: Island of O'ahu

Rev. Hino also announced the visit of the Presiding Bishop to the Diocese of Hawai'i from March 22-24, 2019.

Appointment of the Assistant Secretary

Bishop Fitzpatrick called on the Secretary to appoint an Assistant Secretary for 2019. **Action Item:** Moki Hino, Secretary, moved the appointment of Dixie Kaetsu as Assistant Secretary for 2019. **The motion passed.**

Closing Prayer

The Rev. Katlin McCallister, Chaplain offered the closing prayer.

Adjournment

The Annual Meeting adjourned at 3:30PM.

Respectfully submitted,
The Rev. Moki Hino, Secretary

Section III: Attachments to the Journal Proceedings

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Attachment 1: The Bishop's Address

at the Annual Meeting of the Convention of the Diocese of Hawai'i
Kamakahonu Ballroom, Courtyard by Marriott King Kamehameha's Kona Beach Hotel,
Kailua-Kona, Hawai'i
Saturday, October 27, 2018
The Right Reverend Robert L. Fitzpatrick, Bishop

Aloha kākou,

As you will remember, I ended my written report – I do hope you all read my written report – to this Convention with the words from St. Francis of Assisi. Words that he dictated to his Brothers at the very end of his life: “Inwardly cleansed, interiorly enlightened and inflamed by the fire of the Holy Spirit, may we be able to follow in the footprints of Your beloved Son, our Lord Jesus Christ.”

That is an amazing line: “Inwardly cleansed, interiorly enlightened and inflamed by the fire of the Holy Spirit, may we be able to follow the footprints” of our Lord Jesus Christ.

That is a prayer for each of us as the followers of Jesus Christ. You're called to be changed, transformed, healed, and fearless. You – a follower of Jesus – can be “inwardly cleansed, interiorly enlightened and inflamed by the fire of the Holy Spirit,” and, therefore, able to follow in the footprints of Jesus Christ. You can walk in the way of love.

But such change – such transformation – can only take place one person at a time. Yes, we are called into community, but our relationship with God is deeply personal and begins with each one of us.

A great deal of my Convention Report was about the Church – the Institution. In it, I referenced design teams and task groups. I highlighted commissions and canons. I noted the change of the name of that group of people serving you on the second floor of the Cathedral's Memorial Building to the “Diocesan Support Team.”

All of that, however, only has meaning because it is about supporting you, God's people, in your journey with Jesus Christ. How do we as the Church provide the opportunity for individuals' lives – your life – to be changed and then to empower you to take God's love into the world?

There is anxiety in Christianity right now, even in our own Diocese. It is largely arises out of fear that the Church will not be here soon. We are afraid of growing old and of dying away. Frankly, the review of the necrology names listed in last night's Eucharist bulletin might make one worried.

Let me say to you that I am not afraid. The Church is the body of Christ, the gathering of God's people. Life in the Church will likely change. No, it must change. It will not be an end, but be a new beginning.

The reason I can say that with confidence is that I have seen changes, transformation, and renewal in many congregations of this Diocese. I have seen God's people at work and heard the stories of renewal in our churches, in this Diocese, in our time.

But for such renewal to be replicated, it will require something of you as the leaders of this Diocese and of me as your Bishop. It begins here with our commitment to Jesus Christ.

I want you to promise me right here and right now that you will not worry about your church – after all, it's God's Church; not yours, not mine. If all we are about is maintaining buildings for a select little group of friends, then we are not the Church of Jesus Christ and we have no reason to exist. We do not need to be anxious about God's Church, if we are engaged in God's mission.

We must be about transformed lives, the healing of the sick, the freeing of prisoners, the feeding of the hungry, and above all the sharing of the love of Jesus Christ one person at a time. It is no surprise that individual congregations grow one invitation at a time, one hand of welcome at a time, one word of love at a time.

So, I have to ask you, each one of you individually, do you know Jesus? Do you want others to know the love of God in Jesus Christ? If you answered "yes" to those two questions, we can begin again our unique adventures as Disciples.

Now as your Bishop, I know too well that some think me too cerebral and even a bit too reserved. I have been an Episcopalian for a very long time. But my friends, I know Jesus Christ to be my Lord and my Savior. I want to assure you of that. Many years ago in Africa, when I was very ill, I accepted Jesus Christ as my God. It has been my joy through the years since then to share that faith, and to do my best to show in my life the love that I receive every moment of every day from God through Jesus Christ.

I want everyone to know that love – I want you to be sure of that love – to be free from fear, to be free from pain, and to know with great certainty that you are the beloved child of God just as you are. The Presiding Bishop refers to it as our loving, liberating, and life-giving God. That's a good turn of phrase. That is the God that I know to the depth of my being.

Let me confess, I know too well Paul's lament in Romans 7:24. In fact, in desperate times, I fear that they have been my very words: "Wretched man that I am! Who will rescue me from this body of death?" His immediate acclamation (7:25), however, is mine as well: "Thanks be to God through Jesus Christ our Lord!"

It is with Paul's certainty that I know God's love (Romans 8:35-39): "Who will separate us from the love of Christ? Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword?... For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord."

With that love, there is life. We are free of the demons that bind us – the demons of our fears, prejudices, anxieties, and pain. How can we help but want everyone we care about to know that same love and freedom as well? How can we help but share that same love with the world?

But, how do we share our story of faith? We seem to need to learn again how to share our story one at a time, and with the world. It begins with your transformation. We do live in a community – in the Church – but it has meaning one person at a time. It has meaning in your personal story of faith. I look to the Design Teams to help us tell our stories of faith and help us tell the world about God alive in the Episcopal Church. Canon Sandy and I will focus on the congregations and schools as the setting of the spiritual lives of God's people.

But let's be honest, folk only invite others to church if there is something they themselves truly love and value. We don't share our faith because we have grown cool and we don't share the love of Christ because the memory of its fire has dimmed. We don't invite others to our church because we don't really believe there is anything worthwhile in our being in our home church – in our local congregation.

I will be sharing Bishop Claude Payne's book, Reclaiming Christianity: A Practical Model for Spiritual Growth and Evangelism (Forward Movement, 2018), with the leaders of congregations as a possible model for renewal. The Bishop's book can provide a model, but it is just a model.

The key is that we – you and me – the leaders (lay and ordained) have to be passionate about our faith in Jesus Christ, and believe profoundly that our own congregation is a place of faith, welcome, joy, and renewal.

To help us in this journey, we are planning for “Renewal Weekends” throughout the Diocese. I will need the help of the Design Teams and others to shape these weekends. I hope they can be times of teaching, prayer, sharing, and refreshment for two to four neighboring congregations together. I hope these will begin in the second half of 2019 and that they will be built on the foundation prepared by the Presiding Bishop when he is with us in March.

For the next couple of years at the very least, I will particularly focus on supporting the clergy in charge of congregations and the school chaplains. I will offer online consultations and retreat days at Camp Mokulē'ia.

We can provide opportunities for continuing education. I, however, must also ask clergy to share what they learn at continuing education events. Clergy must share what they learn and the gifts God has given them with their sisters and brothers. We must not be locked up in our own congregations (isolated “Lone Rangers”), but a team of clergy in the service of the Gospel.

The clergy leaders of our Diocese have a responsibility to preach, teach, and administer the Sacraments. We must encourage and enable one another in order to encourage and enable all God's people.

With that in mind, I have a concern. Frankly, clergy are not called by God to be property managers or bookkeepers. Most of us aren't very good at those jobs. More importantly, that is not what God called the ordained to do. I want to support them in their vocations as the servants of God – as teachers of the Gospel and spiritual guides to God's people, and as evangelists of the Gospel. Yes, the work of property management, finances, and development must get done for the good of God's mission, I just do not see that as the vocation of priests and deacons. In my years of ordaining priests, I have never prayed, make this person a “good property manager,” rather the new priest is empowered to be “a faithful pastor, a patient teacher, and a wise councilor.”

We must not overlook the spiritual development and leadership of all God's people – lay and ordained. The Commission on Ministry and the Design Teams must give special attention to the ministry of all God's people with a focus on lay ministry. Canon Sandy will continue his work with Wardens, and Vestries and Bishop's Committees. With the reorganization of office duties, Peter will have time to help and train treasurers and visit congregations. I want to give the lay leaders the support they need to thrive. I hope to again offer online teaching on Books of the Bible and on the Sacraments (something that the President of Standing Committee – Paul Lillie – has urged me to offer). More, however, I want us to celebrate the ministries of all God's people – each according to their vocation and their God-given gifts. I want you to feel confidence in taking up your ministry.

In many ways, I am calling us back to the basics of transformed lives as Disciples of Jesus Christ: Prayer, Bible, Fellowship. Then we can be empowered to take up God's mission of Reconciliation, Care of the World, and Evangelism. It begins with us – with you and me. With our renewal and transformation, we know ourselves to be the friends of God.

As Jesus said (John 15:9-15): "As the Father has loved me, so I have loved you; abide in my love. If you keep my commandments, you will abide in my love, just as I have kept my Father's commandments and abide in his love. I have said these things to you so that my joy may be in you, and that your joy may be complete. This is my commandment, that you love one another as I have loved you. No one has greater love than this, to lay down one's life for one's friends. You are my friends if you do what I command you. I do not call you servants any longer, because the servant does not know what the master is doing; but I have called you friends, because I have made known to you everything that I have heard from my Father."

"This is my commandment, that you love one another as I have loved you." The world is then transformed beginning with us – with you and with me – the friends of God. "Inwardly cleansed, interiorly enlightened and inflamed by the fire of the Holy Spirit, may we be able to follow the footprints" of our Lord Jesus Christ.

Mahalo ke Akua! Mālama pono!

Attachment 2: The Bishop's Report

As I begin my report to the Convention, I must thank you again for calling me to be your Bishop. This is my twelfth report as your Bishop for an Annual Meeting of the Convention. Fifty years ago, the first meeting organized the new Diocese to be inaugurated at the turn of the new year in 1969. That is why we will celebrate 2019 as the golden anniversary of the Diocese of Hawai'i. It is a rare honor to be Bishop as we celebrated two major milestones, both the sesquicentennial of the founding of the Church in Hawai'i (2012) and now look to the 50th anniversary of becoming a Diocese of the Episcopal Church (2019).

In 2017, we completed a major three-part review of our common life as a Diocese: 1. Mutual Ministry Review. 2. Bishop's Professional Performance Review. 3. Strategic Initiatives. Our consultant through this has been Dr. Kim Payton, an organizational psychologist. The following are my reflections on that work and on how it impacted this past year.

I.

The Mutual Ministry Review brought to consciousness some important insights. In the past ten years (my tenure as Bishop 2007-2017), the Diocese has had three strategic plans. The consultant noted that while we dutifully fulfilled our goals, we weren't always as clear on how our goals would fulfill our vision of a vital Diocese. We reduced the Diocesan assessment of each congregation's operating income through the years from 26% to 18%. This happened following the economic crisis of 2008. In reality, however, the actual income from the assessment income saw no loss in any year. Giving and other income continued to increase to offset the rate reductions. The size of the Diocesan Council (corporate board) was reduced from 21 to 12 members. We also reduced the number of committees and commissions. Until 2017, we maintained a Diocesan ASA of about 3,000 for the prior decade. We dipped just below that last year with the losses being largely attributed to deaths and moves. An important learning was that some of the historically strong congregations are declining, but that other key congregations are growing. We can learn from those congregations. In the past ten years, we significantly increased outreach ministries throughout the Diocese. We were not exactly clear how all the actions noted above necessarily fulfilled our goal to encourage a vital Diocese.

There were some learnings of note: (1) There seemed to be no conscious connection to "outreach" and "faith". (2) Lay members desire greater community and interconnection as Episcopalians across congregations and within their own congregations. (3) There is the desire for deeper faith and meaningful personal spirituality. (4) There is significant pride that the Diocese has ordained more Native Hawaiians and "local" clergy in the past ten years than at any point in its history. (5) There is some fear: of aging congregation members, the loss of younger members to the "mainland" (usually attributed to the high cost of living), and that events on the "mainland" will negatively impact life in the Islands. (6) On the whole, folk are comfortable, appreciate their clergy (and their Bishop), and want the Episcopal Church to be known as the "progressive" and "inclusive" church in the Islands (albeit while being somewhat conflict avoidant).

From our conversations, I concluded that the Episcopal Diocese of Hawai'i is grounded in three adjectives:

1. Hawaiian: Our very founding is defined by the invitation from King Kamehameha IV and Queen Emma. It is extremely rare that a Church showed up by invitation anywhere – not as colonizers, but as welcomed guests. Though historically, we have been too often connected to the *Ali'i* in history, we are of the Islands and it is our *kuleana*, entrusted to the Church by the Monarchs, to care for the spiritual

- well-being of the people and the land. If you haven't seen it, please watch "Grace and Beauty: 150 Years of the Episcopal Church in Hawai'i" (<https://vimeo.com/50794332>). We take pride in our history.
2. **Progressive:** The Episcopal Church has been at the forefront of social issues for decades in the Islands. This has included supporting plantation workers on Kaua'i during labor disputes, the fight for marriage equality, the drive to eliminate homelessness, working for prison reform, and advocating for Hawaiian land rights. There are many ministries in the Diocese today seeking to have a positive impact on communities – there's "A Cup of Cold Water" on Maui, laundry ministries, feeding ministries, food banks, sheltering folk, shower ministry, etc. We take pride in being inclusive and engaged.
 3. **Catholic:** We were founded under the influence of the Oxford Movement with Queen Emma's Church of England connections being very High Church. In fact, the first name of the Church here was "The Reformed Catholic Church in the Kingdom of Hawaii." Now, we are decidedly sacramental. We want the Holy Eucharist to be celebrated in our churches every week. We have longed for more local candidates for ordination and that has come to fruition in the past decade. There is a certain pride in being the "local, inclusive catholic Church in Hawai'i".

On the whole, we are stable, but there is concern about the future.

II.

The **Bishop's Professional Performance Review** was very important to me. The Consultant's final report came to over twelve pages (single-spaced) and was delivered after last year's Annual Meeting of the Convention; it has been shared with the Standing Committee. I wanted to share some important personal learnings.

The report noted that the "... traditional role description [for the Bishop] assumes that the Bishop's ministry is in a particular relationship with the Gospel of Jesus Christ and the People entrusted to his care. The Church is in transition, which means it is in a state of dangerous opportunity. The Church is in need of significant change. A Bishop is not exactly a CEO of a business, but a Minister of the Gospel within the particular structures of the Episcopal Church. Beyond the historic functions, however, the Bishop must be able to navigate in a society and Church that is changing significantly and will require great adaptability, and in that way the Bishop must act like a CEO in the 21st century serving as a change agent being nimble to respond to evolving needs."

The surveys and interviews found that I am "seen as an ethical, hardworking, committed leader who understands the organization and the business, is good at judging talent and engaging in constructive dialogue and setting priorities."

The report noted that perceptions of me as the Bishop fall into two categories: "1. He is seen as a caring and supportive pastor by those who have interacted directly with him in relation to situations where pastoral care was required. 2. He is seen by others who have seen him ignore situations where pastoral care was needed." In a follow-up interview for the report, I admitted that there are times when I just do not recognize a need, and that I need for others to let me know that a need exists and to help me find a way to respond. It was noted that this has been significantly alleviated with Canon Graham in place as the Canon for Congregational Life and Leadership.

I was asked to improve in areas of: "confronting, coaching and developing team members and conveying concern for their well-being, making decisions in a timely way, managing vision and purpose, creating team spirit, providing clear assignment of tasks and decisions, and providing performance feedback."

What was most appreciated and most desired that I continue was: “[sharing] his commitment, clarity of communication and thought, understanding and ability to teach theology and the academic and Canonical aspects of the Church.”

In his conclusion, Dr. Payton suggested the Bishop (that’s me) should: “Apply his strengths as a theologian and teacher to Goal 1 of the strategic plan [see below], focusing on developing the clergy and helping them find ways to be of service to their congregations and community. Adopt a multimedia approach including on-line classes, in-person workshops and especially one-on-one coaching. Focus on the clergy that want the help, and develop a reputation as one who can help clergy find ways to make the Church relevant to their community.”

In the end, the Professional Performance Review affirmed my call as a bishop and more specifically as the Bishop of Hawai‘i at this time. I look forward to years of ministry with you.

III.

Strategic Initiatives were introduced at last year’s Annual Meeting of Convention. You’ll remember that this was not a traditional strategic plan. It is not a static plan. We said that this was our vision for the Diocese:

OUR VISION

We will be a Diocese that is both *spiritually nourished* and *spiritually engaged*, which will best situate us to be mission-focused, relevant, and viable amid an ever-changing and complex world.

This vision will allow the Diocese to seek out these objectives:

- Nurture our congregations to claim a spiritual identity that is vibrant and engaged. We have to be 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.]

We decided to engage three goals as a Diocese:

OUR 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.

IV.

Design Teams were organized to address the goals of the Strategic Initiatives Plan. 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 the Episcopal Diocese of Hawai‘i in the 21st century.

The three Design Teams have been working to focus on areas to find ways our congregations and the Diocese as a whole can address the following three goals.

Goal 1: Spiritual Growth: How do we help our leaders and congregations find their connection with God? This Design Team will identify and design opportunistic activities and programs that will enable significant spiritual growth in the lives of our clergy, lay leaders, and members of the congregations.

Goal 2: ‘Ohana: Building a Community of Faith: How do we increase cooperative efforts among clergy and lay leaders? What leads us to care about each other and work together? This Design Team will work to address any operational issues such as clarifying and refining the roles and processes and practices we use to work together, to find ways to make the work both more efficient, and more importantly, more a form of worship in action. How do we invite people to take up key roles and give them the tools they need to be successful? How do we help people overcome their tendency to be separated by geographic, personal, ethnic, and sociological differences?

Goal 3: Communication – the language of Communion: What is our shared identity? What is our unifying Story? This goal grew out of a realization that all the media tools in the world cannot compensate for a lack of common understanding of the meaning of the Story that defines us as Christians and Episcopalians in Hawai‘i. What informs our understanding of God and discipleship? This Design Team will address the language of the Church that explains our relationship with God that establishes the basis of our relationship with each other and the world, and how our Story as Episcopalians can be best shared with the broader community.

The work of these Teams is the beginning of a process that must include experimentation, evaluation, and adaptation in the local congregations throughout the Diocese. The work of the Teams and our experiments are just now being shared with the Diocese.

V.

As I consider the year in review, I must make mention of the impact on the staff. As you likely are aware, our Diocesan Treasurer, Peter Pereira, was out of the office for several months in 2018 related to a kidney

transplant. The miracle of the year was, of course, that the donor came from within the office (Sandy Graham). Irina Martikainen was on sabbatical earlier in the year. I share this to offer a note of appreciation to all who came together in this year. I particularly learned that the Episcopal Church in Hawai‘i is supported by a fine group of people. In the ebb and flow of the year, we supported one another and proved that our system is interconnected and carried forward by mutuality.

With this lesson, I am less and less comfortable referring to the staff as the “Office of the Bishop” (the term used as long as I have been in the Diocese). The ministry is far richer than supporting one person in one ministry. Likewise, calling the group the “Diocesan Office” or the “Diocesan Staff” is wrong-headed. Such terms imply that the “office” or the “staff” is the Diocese, or even the center of the Diocese. The Diocese is the gathering of all Episcopalians serving God. We are still discussing this as a team, but here is my pass at a name and a purpose statement:

As a staff, we are the Diocesan Support Team. And the purpose of the **Diocesan Support Team** is to encourage and empower the Diocese of Hawai‘i [this includes the Convention; Bishop; Diocesan Council; Standing Committee; Commissions, Committees and Task Groups; congregations; clergy; lay leaders; and related institutions (schools and Camp)] to engage God’s mission in the world.

In Danny Casey, Rae Costa, Sandy Graham, Irina Martikainen, and Peter Pereira, we truly have “One Team” serving the whole Diocese. The Team is augmented by Kate Cullinane (focused on helping the Design Teams), Sonny Liu (irrepressible part-time office assistant), Sharon Billingsley (overseeing air travel), and Sybil Nishioka (our contract communications coordinator). I am blessed to be working with them. As a Team, we have recognized that skills and education have moved us beyond traditional job titles. The office is being organized on a trial basis using a model called Holacracy. This is a way of structuring and running an organization that replaces the conventional management hierarchy. Instead of operating top-down, power is distributed throughout the organization, giving individuals and teams more freedom to self-manage, while staying aligned to the organization’s purpose. My hope is that this organization can allow the individuals on the Team to fully use their gifts and to better serve the Diocese – as the Diocesan Support Team.

VI.

As we have come to our fiftieth anniversary as a Diocese; the next year will continue the work of the three Design Teams and expand our ministry in new directions.

Coming out of General Convention this past summer in Austin, Texas, I will appoint three Task Groups before the end of 2018:

- **Worship:** Bishops were specifically urged [in Resolution A068 (see <https://www.vbinder.net/resolutions/A068?house=hd&lang=en>)] to engage “...worshiping communities in experimentation and the creation of alternative texts to offer to the wider church, and that each diocese be urged to create a liturgical commission to collect, reflect, teach and share these resources with the TFLPBR” (Task Force on Liturgical and Prayer Book Revision). The same resolution, also, “memorialize[d] the 1979 Book of Common Prayer as a Prayer Book of the church preserving the psalter, liturgies, The Lambeth Quadrilateral, Historic Documents, and Trinitarian Formularies ensuring its continued use” and affirmed that the Church would continue “to engage the deep Baptismal and Eucharistic theology and practice of the 1979 Prayer Book.” As you will see, the resolution is nuanced and calls the Church to well-ordered and communal liturgical renewal. It also instructs that any liturgical revision to “utilize the riches of Holy Scripture and our Church’s liturgical, cultural, racial,

generational, linguistic, gender, physical ability, class and ethnic diversity in order to share common worship.” All of this is to note that, as Bishop, I will not authorize individual experimentation on a congregational basis until this Worship Task Group establishes guidelines for review with limits of use for experimental liturgies and a means for their evaluation. Liturgical revision happens within a broader community rather than only in an isolated congregation. Such liturgical revision ought never be the work of individuals in an isolated congregation. I expect this Task Group to have three to five members, and to do most of their work electronically.

- **Reconciliation:** There were several resolutions and presentations of reconciliation in the broadest terms at General Convention. There were three key areas for discussion and reflection: (a) Racial Reconciliation, (b) Sexual exploitation, abuse and harassment, and (c) The Church’s historic response and/or non-response to such issues. The intertwining of the three areas are about awareness, power, control, repentance, and amendment of life – as individuals, as a Church, and as a society. Recognizing that these concerns are broad and deep, I expect this Task Force to develop a plan to help us as a Diocese to address the issues of reconciliation over the course of the next three to five years. I also understand that the work may require sub-groups. In any event, I suspect this group will require five to seven members to get started, and will do most of their work electronically.
- **Creation Care:** There is a resolution (see http://www.episcopalhawaii.org/uploads/2/5/4/8/25486559/annual_mtg_website_reso_4.pdf) coming before the Annual Meeting of Convention regarding creating such a group “to address the scientific, cultural, theological and ethical realities of climate change, and its impact on our Islands and the world.” I welcome the resolution and intended to create such a Task Group before it was filed. No single issue impacts us more immediately as human beings entrusted by God with the care of creation who have a responsibility to future generations. To address the reality, however, will require changes in behavior at both societal and individual levels. This work will need to be ongoing. The Presiding Bishop has appointed me to the Episcopal Church’s “Task Force on Care of Creation & Environmental Racism.” I expect, therefore, to be directly involved with the Diocesan Task Group on Creation Care. I expect this Task Group to begin with three to five members, and to do most of their work electronically.

An ongoing question for the Diocese has been how to best support **ministry for youth** (junior and senior high school age). While we have from time to time had a staff person focused on the age group, there has been ongoing disagreement as to the role and function of the position in our common life. The only consensus opinion was the desire for regular (annual) retreats for the target groups to strengthen faith, build community, and encourage new leaders. In 2019, Camp Mokulē‘ia will host a weekend senior high “rally” and a Diocesan planning retreat for youth ministry leaders. Further, grants will be available to congregations in 2019 from the MacCray Fund for ministry with **Young Adults** (ages 18-30) both on and off college campuses.

In 2019, I will ask the Standing Committee and Chancellor to begin a complete review of our Diocesan **Constitution and Canons**. Why? Our current Constitution and Canons have not been thoroughly reviewed in 50 years. I suggest there are areas that need revision and clarity. For example, why do Organized Missions have Bishop’s Committees appointed by the Bishop (being nominated by election at the congregation’s annual meeting), rather than just being directly elected? What are the clear guidelines about when a Parish becomes an Organized Mission, and vice versa? Should both Wardens be elected with the “junior” and “senior”

designation being based on tenure in office? Should there be a provision for a “provisional bishop” if there should be an unexpected departure of the sitting diocesan bishop or the desire for an interim after the diocesan bishop retires? These are some of the things that can be addressed in this current time of calm.

In 2019, I will ask the Commission on Ministry (COM) to give special attention to the ministry of all God’s people with a focus on **Lay Ministry**. I will ask the COM to specifically address the following from the Canons:

Canon III.1

Sec.1. Each Diocese shall make provision for the affirmation and development of the ministry of **all** baptized persons, including:

- (a) Assistance in understanding that **all** baptized persons are called to minister in Christ’s name, to identify their gifts with the help of the Church and to serve Christ’s mission at all times and in all places.
- (b) Assistance in understanding that **all** baptized persons are called to sustain their ministries through commitment to life-long Christian formation.

Canon III.2

Sec. 2. The Commission [on Ministry] shall advise and assist the Bishop:

- (a) In the implementation of Title III of these Canons.
- (b) In the determination of present and future opportunities and needs for the ministry of **all** baptized persons.
- (c) In the design and oversight of the ongoing process for recruitment, discernment, formation for ministry, and assessment of readiness therefor.

With the Waiolaihui‘ia program established as our local formation program leading to ordination and having had more candidates for ordination in residential seminaries, I think a serious focus on lay ministry and leadership formation is timely.

My focus as Bishop will be to address issues of relationships as well as some of the issues previously noted. We will be returning to a model of Confirmation in congregations during regular Sunday visits, rather than during regional confirmations. I had hoped to make such Sunday visitations to each congregation more frequently than once every 24 months, but the schedule seems to suggest that every 24 months will likely still need to be the reality. I will not, however, have scheduled non-Sunday visitations. As such, it will be important for clergy-in-charge of congregations to get on my calendar early for special events, teaching missions, and important liturgical celebrations. I am keen to offer teaching in congregations and at regional gatherings on weeknights or on the weekends of my visitations. I especially hope to begin to gather with small groups of clergy (beginning in 2019 with the active parochial clergy and chaplains) at Camp Mokolē‘ia for a day of retreat, prayer, and talk-story. I am also exploring how to best begin virtual teaching again as I have in the past. Your insights or suggestions are welcome.

I also look forward to the **Presiding Bishop’s official visitation** on March 22, 23, and 24 next year. Please mark your calendars now.

Conclusion

It is hard for me to believe that I have been Bishop of Hawai‘i for over eleven years. It has been my gift and honor to serve you. I regularly pray through the ordination rite of a Bishop in the Book of Common Prayer (see

pages 512-523). As I read the words, I pause as I remember the then-current Presiding Bishop, Katharine Jefferts Schori, saying,

My brother, the people have chosen you and have affirmed their trust in you by acclaiming your election. A bishop in God's holy Church is called to be one with the apostles in proclaiming Christ's resurrection and interpreting the Gospel, and to testify to Christ's sovereignty as Lord of lords and King of kings. You are called to guard the faith, unity, and discipline of the Church; to celebrate and to provide for the administration of the sacraments of the New Covenant; to ordain priests and deacons and to join in ordaining bishops; and to be in all things a faithful pastor and wholesome example for the entire flock of Christ. With your fellow bishops you will share in the leadership of the Church throughout the world. Your heritage is the faith of patriarchs, prophets, apostles, and martyrs, and those of every generation who have looked to God in hope. Your joy will be to follow him who came, not to be served, but to serve, and to give his life a ransom for many.

As one called to serve you, please forgive me when I have failed you. Celebrate with me the times we together have served God and God's people rightly with love and joy.

This past year, I was named the "Bishop Protector" of the Society of St. Francis. This is a Franciscan religious order of men in the Episcopal Church who maintain the traditional vows of poverty, chastity, and obedience. I was moved when asked to serve in this role because I have been shaped by Franciscan spirituality as I try to live a life in Christ Jesus shaped by humility, love, and joy.

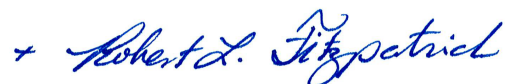
Written at the end of his life, St. Francis of Assisi (d. 1226) concluded a letter to the entire Order with these words:

Almighty, eternal, just and merciful God, give us miserable ones the grace to do for You alone what we know you want us to do and always to desire what pleases You. Inwardly cleansed, interiorly enlightened and inflamed by the fire of the Holy Spirit, may we be able to follow in the footprints of Your beloved Son, our Lord Jesus Christ, and, by Your grace alone, may we make our way to You, Most High, Who live and rule in perfect Trinity and simple Unity, and are glorified God almighty, forever and ever. Amen.

It is by his words "Inwardly cleansed, interiorly enlightened and inflamed by the fire of the Holy Spirit, may we be able to follow in the footprints of Your beloved Son, our Lord Jesus Christ" that I look forward to serving you in the days and years ahead.

"Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain." 1 Corinthians 15:58

Respectfully submitted,

A handwritten signature in blue ink that reads "Robert L. Fitzpatrick". The signature is written in a cursive style with a small cross-like mark at the beginning.

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

Attachment 3: Convention Plans Committees

Position	Name	Chair	Island
Secretary of Convention	Robert “Moki” Hino+	C	O
Assistant Secretary of Convention	Dixie Kaetsu		O
Approval of Minutes	Randolph Albano+	C	O
Constitution and Canons	Giovan King+	C	O
Credentials	Cordelia Burt	C	H
Dispatch of Business	Annalise Pasalo+	C	O
Elections	Pam Fern	C	O
Nominations	Clergy-in-Charge of Congregations		
Resolutions	Standing Committee		

Attachment 4: Agenda

THE 50TH ANNUAL MEETING OF THE CONVENTION
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED IN
KAMAKAHONU BALLROOM OF
COURTYARD BY MARRIOTT KING KAMEHAMEHA’S KONA BEACH HOTEL
KAILUA-KONA, HAWAI‘I

Saturday, October 27, 2018

The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

- I. Call to Order the 50th 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. St. Andrew’s Schools
 - ii. Camp Mokolē‘ia
 - iii. Report from General Convention deputies
- V. Report on Resolutions
- VI. Report on Nominations
- VII. Diocesan Ballots – 1st Ballot
- VIII. Bishop’s Address
- IX. Acceptance of Treasurer’s Report by Title
- X. Consideration of Resolutions
- XI. Presentation of the 2019-2021 Budget
- XII. Recess for lunch
- XIII. Reconvene
- XIV. Report on the Diocesan 1st Ballot and 2nd Ballot, if needed
- XV. Report on the Diocesan 2nd Ballot and 3rd Ballot, if needed
- XVI. Set Dates and Locations of 2019, 2020, 2021 Annual Meetings of Convention
- XVII. Adoption of Courtesy Resolutions
- XVIII. Report on 3rd Ballot, if needed
- XIX. Final Comments from the Bishop
- XX. Adjournment of the Annual Meeting with the singing of “Hawai‘i Aloha”

Attachment 5: Resolutions

- Resolution #1: 2019 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i
- Resolution #2: Failure on DACA Will Stain the U.S.
- Resolution #3: Taking a Stand Against Abuse in All its Forms
- Resolution #4: Creation Care

Resolution 1

TITLE: 2019 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 2019 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 2019 Minimum Clergy Compensation Schedule includes a 2% increase to all compensation categories.

The consumer price index (CPI-U) increase for Hawai‘i was 2.6%. Recognizing that Hawai‘i’s cost of living is one of the highest in the nation, the Committee supports maintaining a competitive compensation level to attract and retain talented, dynamic, entrepreneurial and vibrant clergy. The committee noted that compared with other dioceses the Diocese of Hawai‘i pays the most before adjusting for cost of living and that the Diocese of Hawai‘i ranks in the middle when clergy compensation is adjusted for cost of living. The committee also considered economic factors which put pressure on our congregations. Congregations are strongly encouraged to talk honestly with their clergy about ministerial performance and take that into consideration in their compensation. It is strongly recommended that annual salary negotiations at the church level be carried out with prayerful candor, clarity and, most importantly, in Christian love.

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

Church Pension Group (CPG) has made changes to their Life Insurance Policy provided for active clergy. The wording in the resolution has been changed to accommodate the changes by CPG. Life Insurance is provided to active clergy whether full-time or part-time with no cost to the congregations.

Church Pension Group has also made changes in their formula for determining the value of church provided housing. The committee recommends that we adopt the new Church Pension church owned housing policy. The Church Pension policy states that the Church Supplied Housing Adjustment be 30% of the clergy person's Total Assessable Compensation (TAC). See Exhibit A of this document for a worksheet to compute this amount for clergy who receive church provided housing.

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.

2019 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	91,848	103,236	114,708	123,816
2	83,484	93,876	104,304	112,608
3	75,852	85,452	94,944	102,624
4	70,284	78,192	86,868	93,120

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 Office of the Bishop as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention.
- b. Clergy must be paid at least the minimum of the applicable category with salary reviews at least annually. Congregations and clergy should schedule and hold a biennial Mutual Ministry Review, complete with clear goals and objectives, mutual accountabilities and shared expectations by both the laity and the clergy.
- c. These categories are minimums and should be used as a starting point for salary negotiations. Vestries/Bishop’s Committees shall seriously consider appropriate compensation.
- d. For ease of administration, all compensation figures will be rounded up into amounts divisible by 12.
- e. For clergy who are paid a cash housing allowance, the amount of housing allowance shall be determined by the clergy.
- f. 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.
- g. The value of Church-supplied housing shall be determined on a case-by-case basis at the congregational level.
- h. The minimum compensation for full-time assistants, associates or curates shall be

the amount reflected in the Minimum Clergy Compensation and Benefits Policy using years of service and a Category 4 congregation.

- i. Clergy must not be paid less than the previous year, unless there is a change to time/work hours.

II. Part-Time Positions

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

III. Full-Time Employee Benefits

- a. Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b. The congregation will pay the mandatory Church Pension Fund Assessment for clergy on salary, housing, social security reimbursement and on utilities (if applicable).
- c. Group Life Insurance is provided by the Church Pension Fund to clergy at no cost to the congregation.
- d. Sections III.e-III.h below apply to full-time employees (both clergy and lay employees) who work at least 40 hours per week.
- e. The congregation generally offers full-time employees the Diocesan Health Maintenance Organization (HMO) Plan (for exceptions, please apply to the Office of the Treasurer). Under the plan, the congregation pays for full family medical coverage.
- f. Spousal health insurance coverage: If the spouse or civil union partner of a clergy or lay employee is employed and insurance is provided (offered and paid for) by the spouse's or civil union partner's employer, the spouse or civil union partner will not be covered at the church's or Diocese's expense. If the employed spouse or civil union partner declines coverage from his/her employer and chooses to be on the church's or Diocese's plan, the employee is responsible for the spouse's or civil union partner's premium.
- g. Dependent health insurance coverage: Dependents of eligible full-time employees are eligible for coverage under the Diocese's health plan up to the age of 26, regardless of the child's financial dependency, residency with the employee, student status, or employment. However, the Diocese does not offer dual coverage. Therefore, if a dependent is covered under another health plan the Diocese will not pay the premium for that dependent. The full premium will need to be paid for by the employee for any dependent with dual coverage.
- h. The congregation will pay the cost of Worker's Compensation Insurance coverage.
- i. The Temporary Disability Insurance Plan for clergy is provided by the Church Pension Fund at no cost to the congregation.
- j. The congregation will pay the clergy social security costs of salary and housing.
- k. Full-time clergy are entitled to 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.

1. 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 clergy spouses are employed in the Diocese, they are limited to a combined total of 16 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. Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b. The congregation will pay the mandatory Church Pension Fund assessment 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 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 \$995/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: \$177
 - Two services: \$236
 - Each additional service: \$117Clergy 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

2019 CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET BASED ON
2017 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.

2019 COMPENSATION BASED ON 2017 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	77	115	238,264	1	138	3	75,852	85,452	94,944	102,624
CALVARY	15	35	72,099	0	38	4	70,284	78,192	86,868	93,120
CHRIST CHURCH	28	53	137,029	0	68	4	70,284	78,192	86,868	93,120
CHRIST MEMORIAL	17	40	41,309	2	33	4	70,284	78,192	86,868	93,120
EMMANUEL	44	62	169,544	0	87	4	70,284	78,192	86,868	93,120
EPIPHANY	70	81	179,375	2	108	3	75,852	85,452	94,944	102,624
GOOD SAMARITAN	20	26	40,656	3	31	4	70,284	78,192	86,868	93,120
GOOD SHEPHERD	87	135	157,854	4	127	3	75,852	85,452	94,944	102,624
GRACE	11	32	36,528	14	39	4	70,284	78,192	86,868	93,120
HOLY APOSTLES'	44	95	240,607	4	122	3	75,852	85,452	94,944	102,624
HOLY INNOCENTS'	45	38	157,988	6	83	4	70,284	78,192	86,868	93,120
HOLY NATIVITY	26	76	117,764	1	70	4	70,284	78,192	86,868	93,120
ST. ANDREW'S	106	248	391,179	1	235	1	91,848	103,236	114,708	123,816
ST. AUGUSTINE'S	30	65	85,839	4	61	4	70,284	78,192	86,868	93,120
ST. CHRISTOPHER'S	76	94	207,500	3	124	3	75,852	85,452	94,944	102,624
ST. CLEMENT'S	82	112	275,603	0	149	2	83,484	93,876	104,304	112,608
ST. ELIZABETH'S	70	210	170,464	9	151	2	83,484	93,876	104,304	112,608
ST. JAMES'	127	181	351,979	13	224	2	83,484	93,876	104,304	112,608
ST. JOHN THE BAPTIST	9	29	16,562	0	17	4	70,284	78,192	86,868	93,120
ST. JOHN'S, KULA	74	97	180,682	2	115	3	75,852	85,452	94,944	102,624
ST. JOHN'S BY/SEA	25	35	61,649	5	44	4	70,284	78,192	86,868	93,120
ST. JUDE'S	19	49	59,613	10	50	4	70,284	78,192	86,868	93,120
ST. LUKE'S	19	24	41,664	0	27	4	70,284	78,192	86,868	93,120
ST. MARK'S	59	112	239,931	10	139	3	75,852	85,452	94,944	102,624
ST. MARY'S	0	67	137,495	2	63	4	70,284	78,192	86,868	93,120
ST. MATTHEW'S	20	16	27,440	0	21	4	70,284	78,192	86,868	93,120
ST. MICHAEL'S	73	120	292,270	1	154	2	83,484	93,876	104,304	112,608
ST. NICHOLAS	15	36	86,192	2	45	4	70,284	78,192	86,868	93,120
ST. PAUL'S OAHU	113	224	240,295	15	199	2	83,484	93,876	104,304	112,608
ST. PETER'S	67	115	237,531	12	145	2	83,484	93,876	104,304	112,608
ST. STEPHEN'S	17	35	54,215	2	36	4	70,284	78,192	86,868	93,120
ST. TIMOTHY'S	48	105	149,268	8	103	3	75,852	85,452	94,944	102,624
TRINITY BY/SEA	35	45	94,071	0	56	4	70,284	78,192	86,868	93,120
WEST KAUAI	33	40	71,076	3	50	4	70,284	78,192	86,868	93,120

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 \$78,192. 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 \$112,608. 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 \$46,560 (\$93,120 divided by 2 = \$46,560). 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 \$75,852. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$85,000.

Definition of "Years of Service":

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

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

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

Total Assessable Compensation (TAC) Worksheet for clerics who receive Employer Provided Housing (EPH)¹

Current TAC Calculation

- A. Cash stipend A. _____
- B. Social Security tax reimbursements B. _____
- C. Utilities C. _____
- D. Employer-paid tuition for dependents (both taxable and non-taxable) D. _____
- E. Total to calculate value of EPH (A+B+C+D) E.
- F. Value of EPH (30% of E or 40% of E if meals are provided) F. _____
- G. Cash housing allowance (if meals are provided enter \$0) G. _____
- H. Assessment value of EPH (the greater of F or G) H.
- I. Employer-paid 403(b) contribution I. _____
- J. Other taxable income J. _____
- K. Housing equity allowance K. _____
- L. One-time payments (e.g., bonus, overtime or severance) L. _____
Note: one-time payments are included in TAC when reported
- M. TAC = E + H + I + J + K + L M.
- N. Annual Assessment = M x 18% N.

¹EPH amount may not correspond with housing value used for tax reporting.

New TAC Calculation²

Effective January 1, 2018, TAC will be calculated according to the following calculation:

- A. Base Salary & Scheduled Taxable Compensation
 - a. Base Salary (previously known as cash stipend) a. _____
 - b. Social Security tax reimbursements b. _____
 - c. Employer-paid tuition for dependents (if taxable) c. _____
 - d. Other scheduled taxable income d. _____Total (a + b + c + d)
- B. Cash housing allowance and/or utilities
 - a. Cash housing allowance a. _____
 - b. Utilities b. _____Total (a + b)
- C. Employer contributions to qualified or non-qualified plan
 - a. 403(b) and 401(k) contributions a. _____
 - b. Non-qualified deferred compensation (may have been previously known as housing equity allowance) b. _____Total (a + b)
- D. One-time payments (e.g., bonus and overtime) D.
Note: one-time payments are included in TAC when reported
- E. Total to calculate EPH (A + B + C + D) E.
- F. Value of EPH (even if no compensation is paid)
 - a. 30% of E a. _____
 - b. \$5,400 (which is 30% of the Hypothetical Minimum Compensation of \$18,000 for 2018) b. _____(Greater of a. or b.)
- G. TAC = E + F G.
- H. Annual Assessment = G x 18% H.

² Any form of severance commencing on or after January 1, 2018 (including pay continuation following a termination of employment) should be excluded in all cases. Housing assessments will no longer be allocated between employers. Only the employer providing the housing will be assessed.

This document describes certain changes currently proposed to The Church Pension Fund Clergy Pension Plan (the "Clergy Pension Plan") and is subject to modification prior to the effective date of the revised Clergy Pension Plan. Please note that this document is provided for informational purposes only and should not be viewed as investment, tax or other advice. In the event of a conflict between this document and the official plan documents, the official plan documents will govern. The Church Pension Fund and its affiliates retain the right to amend, terminate or modify the terms of any benefit plans described in this document at any time without notice and for any reason.

Resolution 2

TITLE: Failure on DACA Will Stain the U.S.

SPONSOR: Melvin Kau

ADDRESS: 2539 Manoa Road, Honolulu, HI 96822-1702

PHONE: (808) 220-7119

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BE IT RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i support the immediate passage of federal legislation for a clean Deferred Action for Childhood Arrivals (DACA) and DREAM Act that provides a pathway for education, work, and protected status for young people brought to the United States as minors and protects their custodial families from detention and deportation;

BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i urges all members of the Diocese of Hawai‘i, as people of faith and people of conscience, to actively use our faith to participate in legislation, which affirms the baptismal covenant regarding immigration and “call on Congress to take action to protect these young people and to formulate a comprehensive immigration policy that is moral and consistent and that allows immigrants who want to contribute to this country the chance to do so while keeping our borders secure from those whose business is in drugs, human trafficking or terror.” (Our Presiding Bishop Michael Curry and President of the House of Deputies Gay Jennings, September 5, 2017.)

AND BE IT FURTHER RESOLVED, that the Secretary of this Convention communicate this resolution to the current members of Hawai‘i's Congressional delegation and to those newly elected in November.

RATIONALE/ EXPLANATION

The situation with DACA (Deferred Action Childhood Arrivals) will potentially affect more than a million "Dreamers". Any action will define America's character in the eyes of the world and our own population. These innocent young people have been kept in limbo or forced into hiding for years. Most were children who were brought into the U.S. as children by illegal immigrants, grew up here, and know no other country. Now many are being separated from their parents, breaking up their families. Legislation to give them legal status was first introduced in 2001, but it has never passed congress. Deporting the Dreamers will cause a blight on this country. Such actions will sorely impact America's standing as a protector of freedom, decency and democracy. The General Convention of the Episcopal Church has repeatedly endorsed both DACA and Dream Act legislation. As Christians, Holy Scripture and Jesus call us to welcome the stranger, opening our hearts in love. Our Episcopal Church leaders, Presiding Bishop Michael Curry and President of the House of Deputies Gay Jennings, affirmed in a September 5, 2017 statement: “we call on our nation to live up to its highest ideals and most deeply held values, and we This

resolution affirms the multi-cultural and multi-ethnic heritage of our Diocese and State recognizing our responsibility as Episcopalians to offer aloha to all of God's children

Resolution 3

TITLE: Taking a Stand Against Abuse in All its Forms

SPONSOR: Fran Kramer

ADDRESS: 91-335 Ewa Beach Road, Ewa Beach, HI 96706

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BE IT RESOLVED, that this the 50th annual meeting of the convention of the Diocese of Hawai'i condemns organizational abuse in any of its many forms and urges each member of the Episcopal Diocese of Hawai'i, clergy or lay, as a spiritual practice reflect on and work to ameliorate the effects of such behavior within themselves. As each is healed, so the whole will be healed.

RATIONALE/ EXPLANATION

Almost all of us have been touched by organizational abuse in some form, either as victim, enabler, or perpetrator. That is one reason why these times have seen many forms of long-standing and casually-ignored institutional abuse come to light in the #MeToo movement, the child sexual abuse scandals, immigration mishandling, and racial, gender, and sexual orientation discrimination. Abuse occurs because abusive people with influence or power know they will not be held accountable. Traditionally, some reported abuses have been handled in such a way so that the victim is blamed, and the situation has been covered over to protect the "indispensable" abuser—no matter his or her standing—and to shield the organization. These practices go against the victim who is always the one in a position of lesser power no matter if it is a workplace, family or community setting. They blatantly go against Jesus' teaching, "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me" (Matthew 25: 40, NOAB). The quality of a group can only be measured by how it treats its less powerful members. As an organization representing the teachings of Jesus, the Episcopal Diocese of Hawai'i makes a bold statement that abuse of any sort will not be tolerated and that we as a people acknowledge we have been part of the entanglement of abuse. We make this declaration for all our members and for ourselves. We recognize and acknowledge that our individual participation in the entanglement of abuse is something vitally important for our individual and communal spiritual reflection and for the growth and well-being of our Diocese. We need to better understand that perpetrators often fail to see their own acts as evil or believe they are justified in acting in such a way; enablers sometimes lack the resolve to address the issue and have the wrong priorities in dealing with a difficult situation; and that victims often lack the courage to speak out and be healed. This proposed resolution seeks to rectify these unfortunate situations. As each is healed, so the whole will be healed.

Substitute Resolution 3b

TITLE: Taking a Stand Against Abuse in All its Forms

SPONSOR: Standing Committee, acting as the Resolutions Committee

BE IT RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i reaffirm our commitment to the safety of all people, especially children and vulnerable adults;

BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i support this commitment with the clear and firm policies of “*The Episcopal Diocese of Hawai‘i Safeguarding Policy*”^{*} for the protection of its members and others from abuse or harassment;

BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i condemns abuse of any kind within the Church and related organizations;

BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i urges each member of the Diocese to practice vigilance, and take seriously their role in the prevention of abuse;

AND, BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i encourage all parishes, aided parishes, and missions, to recommit themselves to the vision articulated in *A Children’s Charter for the Church*^{**}, as adopted by the 72nd General Convention in 1997, which among other things, calls the church to love, shelter, protect, and defend all those within its own community and in the world, especially those who are abused, neglected, or in danger.

^{*}“*The Episcopal Diocese of Hawai‘i Safeguarding Policy*”:
http://www.episcopalhawaii.org/uploads/2/5/4/8/25486559/safeguarding_-_policy_feb_2017_.pdf

^{**}“*A Children’s Charter for the Church*”:
https://www.episcopalchurch.org/files/091204_childrens_charter_flyer.pdf

Resolution 4

TITLE: Creation Care

SPONSOR: David Kennedy

ADDRESS: 1 Keahole Place, Apt. 1212, Honolulu, HI 96825

PHONE: (509) 230-4814

EMAIL: davidk7713@comast.net

BE IT RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i urges the Bishop to appoint a Task Force on Creation Care to address the scientific, cultural, theological and ethical realities of climate change, and its impact on our Islands and the world, now and in the future;

BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i ask that such Task Force provide opportunities for education on and possible plans for action regarding care of God’s creation for individuals, families, churches, and communities;

BE IT FURTHER RESOLVED, this the 50th annual meeting of the Convention of the Diocese of Hawai‘i ask the Bishop and the Diocesan Council to review the 2019 budget to provide possible funding to begin the work of the Task Force from existing areas of the budget;

AND BE IT FURTHER RESOLVED, that this the 50th annual meeting of the Convention of the Diocese of Hawai‘i urge the Bishop, clergy, and lay leaders at all levels to make Creation Care a priority for advocacy, education, and action in the Diocese of Hawai‘i.

RATIONALE/ EXPLANATION

It is apparent to almost every thinking person that our worldwide climate is changing. We read about what is happening throughout the earth in books, magazines, and newspapers. We hear about it on T.V., radio and on our computers. There are numerous documentaries and movies. Our Presiding Bishop Michael Curry has "creation care" as one of his three priorities. Other faith groups, denominations, and dioceses of the Episcopal Church have started to address this problem. There are "movements" throughout the world addressing climate change. The recent General Convention of the Episcopal Church passed 19 resolutions on the “Care of God's Creation.” Grace Episcopal Cathedral, San Francisco, last month (09/12/18) stepped forward and played a prominent role in a Global Climate Action Summit. We are being called as followers of Jesus Christ and stewards of God's creation to become well-informed and to become action-oriented. The Episcopal Church in Hawai‘i is called to be more than bystanders.

Attachment 6: 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 income shown in this budget is based on a 2019 assessment rate of 18% of each congregation’s operating income, as shown on the 2017 parochial report on file.

For planning purposes, the current assumption is that the proposed 18% rate will remain constant for some years to come as the Diocese stabilizes and the work of Strategic Initiatives impacts our common life.

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 2019, the Diocese budgets and will draw 4% of each restricted and unrestricted endowment fund’s average market value over the prior twelve quarters.

Endowment funds with 2019 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)
- Portfolio (unrestricted)
- Von Holt Fund (unrestricted)
- Helen Hagemeyer Fund (restricted) – Income from this fund is restricted by the donor for support of mission churches
- Ing Fund (unrestricted)
- Other New Endowment Funds (unrestricted), which are funds received in 2009 and 2015. In 2019 these funds have been combined into the Portfolio (unrestricted) line item.

Trust 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 2019 distribution from these funds is budgeted at 5%:

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

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

Rental income comes from five 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 handled by a management company. Five of the six units are rented to tenants and one Cluett unit is used by the Chaplain of St. Andrew's Schools.

Page 3, Line 1d: Parking

Parking income is from the rental of Diocesan parking spaces in the parking lot behind the Memorial Building, which are rented to the St. Andrew's Schools and four individuals.

Page 3, Line 1e: Interest

This represents the interest earned on Diocesan cash accounts.

Page 3, Line 1f: Miscellaneous

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

Page 3, Line 1g: Prior Year Surplus

\$38,500 is budgeted for 2019. The amount budgeted in 2017 as Prior Year Surplus was used to pay for the Strategic Initiatives project. The amount budgeted in 2018 was used to pay for the Strategic Planning Manager.

EXPENSES

Page 5, Line 2a: Native Hawaiian Ministry Committee

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.

Page 5, Line 2b: Pacific Islander Ministry Committee

The intent of this budget item is to fore-establish a Pacific Islander committee in 2019. 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 Ministry 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.

Page 5, Line 2c: Pacific Islander Missioner

This line item was eliminated from the budget in 2018.

Page 5, Line 2d: Tongan Ministry

This line item is for a Tongan-language ministry at St. Elizabeth's Church.

Page 5, Line 3a: Audit Expenses – Missions

The Diocese includes in its budget the funds for missions 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 are also 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 is no longer needed. St. James' has integrated St. Columba's into its Parish and St. James' now supports the congregation of St. Columba's.

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 and St. John the Baptist–Waianae. 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. St. Stephen's–Wahiawa and St. Timothy's–Aiea left the regional ministry in 2018.

Page 5, Line 4a: Camp Mokulē'ia

Camp Mokulē'ia operates summer camps on behalf of the Diocese. These camps consist of a high school program, a middle school program, and a shorter elementary school (entering grades 4-6) program. The 2019 budget includes an allocation of \$54,000 for those summer camps which represents 50% of the total cost of these camps. In addition, there is funding for two new joint initiatives: (1) \$6,000 for overnight camps on neighbor islands and (2) \$10,000 for youth events (a weekend “rally” and Diocesan planning retreat). 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 programming in support of the mission of the Diocese.

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.

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 nationwide Episcopal Youth Event. The last one was July 10-14, 2017 on the campus of the University of Central Oklahoma in Edmond. The next one will be in 2020, location TBD. It is the Diocese's policy to fund one-third of the cost, while expecting parish 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. As there is a carryover balance, the amount set aside in 2019 can be reduced. It may increase again in 2020.

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 Hō'ike Ulu Legacy Society events that honor good stewards who have remembered their congregations, the Diocese, or another ministry in their wills or estate plans.

Page 5, Line 4f: Safe Church Trainings

This line item funds canonically required training. The Diocese has gone to individual online trainings to learn about preventing sexual misconduct against both children and adults. The online training is less costly than hiring local trainers, so the budget allocation has been 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. From 2018 onward, these responsibilities are handled by Diocesan staff without a separate budgetary line item.

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

The proceeds from the sale of MacCray House have been set up in a separate fund to be used to support youth and young adult ministry. Access to these funds will be through a grant process with Diocesan Council approval instead of a budgeted line item.

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

To strengthen our Episcopal connection to the St. Andrew's Schools, and to ensure the Chaplain is compensated at the same rate as those serving at congregations at the request of the Bishop, the Diocesan Council has agreed the Diocese should help St. Andrew's Schools with the Chaplain's compensation package.

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

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

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

A Cup of Cold Water (ACCW) is a community-based Care Van outreach program on the island of Maui, formed by a group of committed Episcopalians from Good Shepherd, Holy Innocents, St. John's and Trinity By-the-Sea. Like Camp Mokulē'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 other churches and other religious communities. (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 2019 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 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 was established to assist with this ministry, and a task force was appointed to monitor, administer, and evaluate this new initiative.

Page 6, Line 6a: Lay Leadership Development

This line item includes training and/or conferences for church administrative staff and other types of lay leadership such as wardens, vestry members, bishop's committee members, treasurers, musicians, and stewardship chairs.

Page 6, Line 6b: 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 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 can also cover the airfare for clergy spouses to attend the Clergy/Spouse Dinner, if there is one, during the annual meeting of the Convention, and planned Clergy Spouse events.

Page 6, Line 6c: Curacy Support

This account continues to fund the opportunity for newly graduated seminarians from the Diocese to remain in Hawai‘i after ordination. This may be as 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. One curate is currently serving at St. Peter’s and another at Holy Nativity. Two seminarians are expected to graduate from seminary in 2019 and will be placed in curacies upon their graduation. The Diocese supports the curate’s compensation package by paying \$60,000 per year per curate to the church where the curate is serving.

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

This line item covers the work of the Commission on Ministry, such as, meetings with candidates, psychological testing, and background checks for those in the ordination process (all of which are required by church Canons). 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, and the cost of various books, periodicals, and other resources intended to promote leadership or ministry development and discernment throughout the Diocese.

Page 6, Line 6e: Seminarian Support

In 2018, this line item was included in Commission on Ministry. In 2019, it is a separate line item because we do not have any seminarians for the 2019-2020 academic year. Seminarian support is 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-2019 (attending Seminary of the Southwest and Virginia Theological Seminary).

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

In 2018, this line item was included in Commission on Ministry. This year it was decided to separate it again as it does not fall under the supervision of the Commission on Ministry. 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 congregation as priest-in-charge, rector, long-term supply, or deacon. Graduates of Waiolaihui‘ia are expected to meet all canonical requirements for

ordination. This line item also includes the compensation package paid to the Dean of Waiolaihui‘ia.

Page 6, Line 7a: Diocesan Council Grants

The Diocesan Council reviews and funds grants to congregations for new projects and programs.

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

This is an emergency fund to aid congregations and is approved by Diocesan Council on the recommendation of the Bishop. These funds are used to pay 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 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. As there is a carryover balance, the amount set aside in 2019 can be reduced. It may increase in 2020.

Page 7, Line 8c: Hospitality

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

Page 7, Line 8d: 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 8e: Travel and Continuing Education

This covers the Bishop’s inter-island travel (parish visitations, regional and clerical meetings, search and vestry consultations, and other meetings), mainland travel (e.g., House of Bishops meetings), spousal travel, and other unanticipated travel. It also covers the Bishop’s continuing education.

Page 7, Line 8f: Lambeth Conference Travel Reserve

This line item was removed from the budget because we had accumulated enough money to cover the next Lambeth conference. It is back in the budget this year as a reminder that these funds need to be set aside. The amount in the reserve account (Lambeth Conference Travel Fund) as of June 2018 was approximately \$41,000.

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

This line item was removed from the budget because we had accumulated enough money to cover future transitions of the Bishop. It is back in the budget this year as a reminder that these funds need to be set aside as costs for the search, moving, and compensation is increasing. The amount in the reserve account (Election Process Fund) as of June 2018 was approximately \$203,000.

Page 7, Line 9a: Academic Dean

This line item is now incorporated into line 6f: Waiolaihui'ia.

Page 7, Line 9b: Admin. Program Support (Part-time)

In 2018's budget, there were two half-time office positions. In 2019, this half-time position has been combined with the half-time position of Office Support into one full-time Office Support position (see line 9g).

Page 7, Line 9c: Bishop's Executive Assistant

This line item has been moved from the Episcopate section into the Office of the Bishop Staff section. 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 9d: Bookkeeper

This line item represents the compensation 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 9e: Business Manager

This line represents the compensation and benefits for the Business Manager. This position is responsible for contracts, licenses, leases, some insurance and property, and assisting the Treasurer with financial-related tasks. This position also coordinates Education Day and the Annual Meeting.

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

This line represents the compensation and benefits for the Canon for Congregation 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.

Page 7, Line 9g: Office Support (Full-time equivalent)

This line item combines the compensation and benefits of the two half-time positions in the 2018 budget into one full-time position. This individual will help support staff with clerical work (e.g., mailing, copying, filing, prep work for events, and research).

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

This line item is for the compensation and benefits for the Strategic Planning Manager. It is a part-time, temporary position. This individual coordinates and guides the Design Teams in their work.

Page 7, Line 9i: Treasurer

This line represents the compensation and benefits for the Treasurer, who oversees investments, finances, accounting, real estate, insurance, planned giving, and taxes.

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.

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 management, 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 an annual report as 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 Diocesan Convention, including area meeting costs, convention meeting costs, supplies, materials, and

postage. This cost is net of registration fees/meals and shared travel costs. The budgeted amount for 2018 was significantly higher than 2017 (or 2019) because the 2018 convention was held on Hawai'i island.

Page 7, Line 10h: Directors & Officers Insurance

This provides for liability (errors & 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 (four clergy and four lay) and two alternates (first alternate for clergy and first alternate for lay) from our Diocese who attend the triennial General Convention of the Episcopal Church (the next one scheduled for July 2021 in Baltimore, Maryland). As there is a carryover balance, the amount set aside in 2019 can be reduced. It may increase again in 2020.

Page 7, Line 10j: Legal and Related Expenses

This represents the legal, ethical, Disciplinary Board, and related costs incurred by the Diocese. The increase is mainly to pay for contract, lease, and license review for missions, which we now pay. 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 expenses related to the completion of work to be done by the Design Teams.

Page 7, Line 10m: Office Expenses

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

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, property management fees, and the cost of maintenance of the trees on the Diocesan parking lot.

Page 7, Line 10p: Property - MacCray House

The property was sold in 2017, so nothing is budgeted for 2019.

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

Page 7, Line 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 temporary staffing for special projects.

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, software, computer upgrades, 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. The 2019 assessment is 15% of the 2017 Diocesan income, which includes parochial giving, unrestricted operating investment income, and restricted investment income used to pay operating expenses, minus a \$140,000 exemption. Prior to 2019, the exemption amount was \$150,000. The exemption amount of \$140,000 will be in effect 2019-2021. The Diocese of Hawai‘i always pays the full ask amount of the General Convention.

Page 8, Line 11a: 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 Diocesan Council to respond to such needs. The funds are put into the Diocesan endowment account.

Page 8, Line 11b: Diocesan Office Cleaning Expense

This budget item covers the cost for cleaning 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 in 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: Governance Groups Travel

This line covers the cost of travel and audioconference 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 by funding travel 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.

Total Income

1

TOTAL INCOME (in \$)

	2017 ACTUAL	2018 BUDGET	2019 PROPOSED BUDGET	2020 FORECAST	2021 FORECAST
<u>Income</u>					
1 a Assessments	1,575,964	1,737,064	1,761,656	1,797,000	1,833,000
<i>Rate</i>	18.5%	18%	18%	18%	18%
1 b Investment Income					
Portfolio (Restricted) ¹	202,623	173,400	166,200	169,500	172,900
Portfolio (Unrestricted) ¹	2,067	1,700	15,750	16,100	16,500
Von Holt Fund (Unrestricted) ¹	186,671	152,500	153,100	156,200	159,300
Helen Hagemeyer End Fd (Restricted) ¹	50,911	41,600	41,800	42,700	43,600
Ing Fund (Unrestricted) ¹	85,090	69,500	69,900	71,300	72,800
New End Funds (Unrestricted) ²	-	13,200	-	-	-
Catton Fund (Restricted) ³	24,400	24,400	24,400	24,900	25,400
Parke Trust (Unrestricted) ³	43,749	48,500	45,000	45,900	46,900
Prisanlee Fund (Unrestricted) ³	19,593	21,300	21,000	21,500	22,000
Valvon Fund (Unrestricted) ³	22,200	21,800	22,500	23,000	23,500
Total Investments	637,304	567,900	559,650	571,100	582,900
Rentals					
1 c Rental Income - Cluett Apartments	77,930	84,100	83,400	85,100	86,800
1 d Parking	97,304	98,900	100,750	102,800	104,900
Total Rentals	175,235	183,000	184,150	187,900	191,700
1 e Interest	75	500	500	500	500
1 f Miscellaneous	4,113	5,000	3,000	3,000	3,000
1 g Prior year surplus	100,000	50,000	38,500	-	-
GRAND TOTAL INCOME	2,492,691	2,543,464	2,547,456	2,559,500	2,611,100

¹Distrubutions decreased from 5% in 2017 to 4% from 2018-2021

²These are new endowment fund distributions (at 4%) commencing in 2018

³No change in trust Fund distrubutions which stays at 5%

Total Expenditures

TOTAL EXPENDITURES (in \$)

	2017	2018	2019	2020	2021
	ACTUAL	BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
<u>Expenses</u>					
Ministry and Mission	672,660	667,314	814,284	739,060	625,440
Diocesan Organization	1,791,519	1,876,150	1,733,172	1,788,290	1,821,824
GRAND TOTAL EXPENSES	2,464,179	2,543,464	2,547,456	2,527,350	2,447,264
SURPLUS	28,512	-	-	32,150	163,836

Budget Page 4

Ministry and Mission

MINISTRY AND MISSION (IN \$)

	2017	2018	2019	2020	2021
	ACTUAL	BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
DIOCESAN INITIATIVES					
2 a Native Hawaiian Ministry Committee	3,823	3,000	3,000	3,000	3,000
2 b Pacific Islander Ministry Committee	2,403	5,000	3,000	3,000	3,000
2 c Pacific Islander Missioner	62,152	-	-	-	-
2 d Tongan Ministry	-	-	10,000	10,000	10,000
Subtotal	68,378	8,000	16,000	16,000	16,000
CONGREGATIONAL SUPPORT					
3 a Audit Expenses - Missions	36,623	42,000	40,000	42,000	44,000
3 b Calvary	11,000	10,000	10,000	9,000	8,000
3 c Grace, Molokai	75,000	75,000	75,000	75,000	75,000
3 d St. James'/ St. Columba's	15,000	12,000	-	-	-
3 e St. Jude's, Ocean View	4,000	3,800	4,000	4,000	4,000
3 f West O'ahu	150,000	150,000	125,000	125,000	125,000
Subtotal	291,623	292,800	254,000	255,000	256,000
DISCIPLESHIP					
4 a Camp Mokuē'ia	30,000	30,000	70,000	30,000	30,000
4 b Christian Formation	28,981	20,000	20,000	20,000	20,000
4 c Diversity Training	-	2,000	2,000	2,000	2,000
4 d EYE Reserve	10,000	10,000	1,000	10,000	10,000
4 e Planned Giving	3,387	8,000	4,000	5,000	6,000
4 f Safe Church Trainings	250	1,000	1,000	1,000	1,000
4 g Stewardship	4,745	-	-	-	-
4 h Youth and Young Adult Ministry	8,599	-	-	-	-
4 i St. Andrew's Schools: Chaplain Support	-	-	18,800	19,000	20,000
4 j Presiding Bishop's Visit (2019)	-	-	30,000	-	-
Subtotal	85,962	71,000	146,800	87,000	89,000

Budget Page 5 (Ministry and Mission continues on next page)

		2017	2018	2019	2020	2021
		ACTUAL	BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
OUTREACH AND JUSTICE						
5 a	A Cup of Cold Water	5,000	5,000	5,000	5,000	5,000
5 b	Ecumenical/Interfaith Relationships	2,500	3,600	3,000	3,000	3,000
5 c	Prison Ministry	-	25,000	26,250	27,560	28,940
	Subtotal	7,500	33,600	34,250	35,560	36,940
MINISTRY DEVELOPMENT						
6 a	Lay Leadership Development	-	18,500	18,500	19,000	19,500
6 b	Clergy Leadership Development	21,669	20,000	20,000	20,500	21,000
6 c	Curacy Support	113,525	120,000	190,000	170,000	50,000
6 d	Commission on Ministry (COM)	11,530	59,000	30,000	30,000	30,000
6 e	Seminarian Support	3,000	-	-	-	-
6 f	Waiolaihui'ia, The Local Ordination Formation Program	31,995	-	70,772	71,000	72,000
	Subtotal	181,720	217,500	329,272	310,500	192,500
OTHER						
7 a	Diocesan Council Grants	14,090	25,000	15,000	15,000	15,000
7 b	Bishop's Emergency Reserve	23,387	19,414	18,962	20,000	20,000
	Subtotal	37,477	44,414	33,962	35,000	35,000
TOTAL MINISTRY AND MISSION		672,660	667,314	814,284	739,060	625,440

Budget Page 6

Diocesan Organization

DIOCESAN ORGANIZATION (IN \$)

		2019				
		2017	2018	PROPOSED	2020	2021
		ACTUAL	BUDGET	BUDGET	FORECAST	FORECAST
EPISCOPATE						
8 a	Bishop	226,515	229,400	235,200	239,900	244,700
8 b	Bishop's General Convention Travel	3,000	3,000	1,000	3,000	3,000
8 c	Hospitality	39,238	18,000	18,000	18,500	19,000
8 d	Keyman Insurance	504	550	550	570	600
8 e	Travel & Continuing Education	21,414	27,000	25,000	26,000	27,000
8 f	Lambeth Conference Travel Reserve	-	-	1,000	1,000	1,000
8 g	Future Bishops' Transition Reserve	-	-	5,000	5,000	5,000
	Subtotal	290,670	277,950	285,750	293,970	300,300
OFFICE OF BISHOP STAFF						
9 a	Academic Dean	34,500	34,900	-	-	-
9 b	Admin. Program Support (Part-time)	-	40,000	-	-	-
9 c	Bishop's Executive Assistant	85,676	87,100	89,500	91,500	93,000
9 d	Bookkeeper	88,345	82,900	83,500	85,200	87,000
9 e	Business Manager	63,931	77,100	79,300	81,000	83,000
9 f	Canon for Congregational Life & Leadership	136,324	140,000	143,300	146,000	150,000
9 g	Office Support (Full-time equivalent)	15,614	40,000	69,500	74,000	75,500
9 h	Strategic Planning Manager (Part-time)	-	50,000	23,100	-	-
9 i	Treasurer	194,428	197,200	190,800	195,000	198,500
	Subtotal	618,818	749,200	679,000	672,700	687,000
ADMINISTRATION						
DIOCESAN EXPENSE						
10 a	Advertising	1,709	-	-	-	-
10 b	Archives	1,139	5,000	3,000	3,500	4,000
10 c	Audit Expenses - Diocese	30,099	31,000	32,000	33,000	34,000
10 d	Chancellor's Expenses	250	4,000	2,000	2,500	3,000
10 e	Church Internet/Website Support	938	1,500	1,500	1,600	1,700
10 f	Contract Communications Coordinator	14,025	18,000	15,000	15,500	16,000
10 g	Diocesan Convention	7,609	20,000	12,000	15,000	15,000
10 h	Directors & Officers Insurance	6,460	7,200	7,200	7,500	7,800
10 i	General Convention Deputy Support	15,000	15,000	1,000	15,000	15,000
10 j	Legal & Related Expenses	20,000	20,000	30,000	25,000	20,000
10 k	Meeting Costs: Other	450	1,000	1,000	1,000	1,000
10 l	Strategic Initiatives	79,261	25,000	12,000	-	-
10 m	Office Expenses	73,703	62,400	62,400	63,700	65,000
10 n	Property - Cluett	94,316	57,000	60,000	62,000	64,000
10 o	Property - Diocese	4,345	15,000	10,000	10,000	10,000
10 p	Property - MacCray House	17,877	20,000	-	-	-
10 q	Property Tax-Cluett Apartments & Parking Lot	16,063	17,000	17,000	18,000	19,000
10 r	Province VIII Quota	6,000	6,000	6,222	7,120	7,124
10 s	Staff Continuing Education	5,022	15,000	10,000	11,000	14,000
10 t	Staff Support costs	6,141	10,200	8,000	8,000	8,000
10 u	Storage	8,507	8,700	9,000	9,200	9,400
10 v	Technology Support	22,969	25,000	25,000	25,500	27,000
10 w	The Episcopal Church Quota (Assessment)	283,200	287,700	268,200	306,500	305,500
	Subtotal	715,081	671,700	592,522	640,620	646,524

Budget Page 7 (Diocesan Organization continues on next page)

DIOCESAN ORGANIZATION (IN \$) - Continued

2019

	2017	2018	PROPOSED	2020	2021
	ACTUAL	BUDGET	BUDGET	FORECAST	FORECAST

AULT MEMORIAL OFFICE BUILDING EXPENSE

11 a Cathedral Capital Reserve	34,000	34,000	35,000	36,000	37,000
11 b Diocesan Office Cleaning Expense	6,959	9,500	9,500	10,000	10,500
11 c Security Shared with the Cathedral	14,000	15,000	16,000	17,000	18,000
11 d Shared Cathedral Expenses	25,000	26,000	26,000	26,000	26,000
Subtotal	79,959	84,500	86,500	89,000	91,500

TRAVEL

12 a Governance Groups Travel	26,342	35,000	25,000	25,500	27,000
12 b Staff Travel	16,545	15,000	18,000	19,000	21,000
Subtotal	42,888	50,000	43,000	44,500	48,000

OTHER

13 a Kapolei land	20,792	18,400	22,000	22,500	23,000
13 b Medigap Program	23,311	24,400	24,400	25,000	25,500
Subtotal	44,103	42,800	46,400	47,500	48,500

TOTAL DIOCESAN ORGANIZATION

	1,791,519	1,876,150	1,733,172	1,788,290	1,821,824
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Budget Page 8

Attachment 7: The Bishop's Statistical Report

Clergy at October 2, 2018

Bishop Diocesan	1
Active Canonically Resident	59
Retired Canonically Resident	55
Licensed	16
Non-Parochial	78
Military Chaplains	4

According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2017 to October 1, 2018.

Admitted as Postulants for Holy Orders: 1

Sara Banks

Removed as Postulants for Holy Orders: 1

Sara Banks

Admitted as Candidates for Holy Orders: 2

Alison Donohue

Steve McPeck

Licensed Ministers

<u>Eucharistic Ministers:</u>	Total of 184 with a current license 26 have been licensed in the past year
<u>Eucharistic Visitors:</u>	Total of 32 with a current license 9 have been licensed in the past year
<u>Worship Leaders:</u>	Total of 17 with a current license 3 have been licensed in the past year

Clergy Changes

Lost by Death: 3

Jan 9, 2018	Dorothy Masako Nakatsuji
May 3, 2018	Teresa Nelle Thomas Bowden
Aug 20, 2018	Barbara Francis Smith Coan

Change of canonical Residence out of the Diocese: 5

June 5, 2018	Helen Harper	To: Western New York
Aug 1, 2018	Nicole Simopolous-Pigato	To: San Diego
Aug 1, 2018	Isaias Ginson	To: Long Island
Aug 3, 2018	Christopher Golding	To: Louisiana
Sept 12, 2018	Matthew Lukens	To: Michigan

Change of Canonical Residence into the Diocese: 6

Oct 10, 2017	Katlin McCallister	From: Arizona
Nov 2, 2017	Heather Hill	From: Ohio
Jan 5, 2018	Gae Chalker	From: Arizona
Jan 24, 2018	Sara Shisler Goff	From: Maryland
Mar 28, 2018	Dustin Berg	From: Ohio
May 8, 2018	Linda Lundgren	From: Minnesota

Ordinations

To the Priesthood: 0

To the Diaconate: 6

June 9, 2018	Jasmine Hanakaulani Bostock
June 9, 2018	Christopher Mark Bridges
June 9, 2018	Lou Ann Ha'aheo Guanson
June 9, 2018	Alison Donohue
June 9, 2018	Mark KekaiLeonui Edward Haworth
June 9, 2018	Niel Preston Lentz

Sacramental Acts

Baptisms	5
Confirmations	31
Receptions	15
Reaffirmations	11
Burials	2
Marriages	1
Celebration of New Ministry	1

Other

Consents to the election of bishops:	6
Non-consents to election of bishops:	0
Consents to the resignation of bishops:	0

Attachment 8: Official Clergy List

ACTIVE CLERGY

Active, canonically resident in good standing in the Diocese of Hawai‘i in the order of their residence, which is prefixed, with the year of their ordination to the diaconate, which is affixed, from May 1, 1945 through October 1, 2018.

		Year of Ordination to Diaconate
1986	The Rev. Imelda S. Padasdao (Priest) St. Elizabeth’s, Priest Associate 1326 Konia Street; Honolulu, HI 96817	1986
1988	The Rev. Peter S. Fan (Priest) St. Elizabeth’s, Priest Associate 832 Olokele Avenue; Honolulu, HI 96816	1980
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) <i>Current address not available.</i>	2001
2005	The Rev. Cn. Robert “Moki” Hino (Priest) The Cathedral of St. Andrew, Canon Administrator and Priest-in-Charge 60 North Beretania Street, #1207; Honolulu, HI 96817	2005

2005	The Rev. Daniel Leatherman (Priest) St. Timothy's, Vicar 168 18 th Street; Honolulu, HI 96818	1996
2006	The Rev. David Gierlach (Priest) St. Elizabeth's, Rector 231 Miloiki Place; Honolulu, HI 96825	2006
2009	The Rev. Paul A. Lillie (Priest) St. Mark's, Rector 3311 Campbell Avenue; Honolulu, HI 96815	2004
2009	The Rev. Dcn. Lisa Pang (Deacon) Episcopal Church in Micronesia, Deacon 237 Pugua Drive; Santa Rita, Guam 96915	2009
2011	The Rev. Giovan Venable King (Priest) St. Christopher, Rector 115 Aikahi Loop; Kailua, HI 96734	2007
2011	The Ven. Irene E. Maliaman (Priest) Episcopal Church in Micronesia, Archdeacon 911 N. Marine Corps Drive; 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) 14069 Marquesas Way, #D209; Marina Del Rey, CA 90292	2008

2012	The Rev. Michael Tinnon (Priest) 14069 Marquesas Way, #D209; 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. Kerith Harding (Priest) St. John's (Kula), Rector 8986 Kula Highway; Kula, HI 96790	2009
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 Ven. Steve Costa (Deacon) The Episcopal Diocese of Hawai'i, Archdeacon St. Elizabeth's, Deacon 98-402 Koauka Loop, #1802; Aiea, HI 96701	2013
2013	The Rev. Kaleo Patterson (Priest) St. Stephen's, Vicar 84-632 Widemann Street; Wainae, HI 96792	2013
2013	The Rev. Dcn. Duane Leach (Deacon) <i>Current address not available.</i>	2011
2014	The Rev. Irene Tanabe (Priest) Epiphany, Rector 888 Kapiolani Boulevard, #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 and St. John the Baptist, Vicar 1309 Queen Emma Street, Apt 2B; Honolulu, HI 96813	2015

2015	The Rev. Raymond Woo (Priest) St. Luke's, Vicar 1177 Queen Street, #3603; Honolulu, HI 96814	2015
2015	The Rev. 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, Associate for Pastoral Care 1801 10 th Ave; Honolulu, HI 96816	2015
2015	The Rev. Paul Nahoa Lucas (Priest) St. John's By-the-Sea, Vicar 51-471 Kamehameha Hwy, Kaaawa 96730	2015
2015	The Rev. John. A. Hau'oli Tomoso (Priest) Good Shepherd, Priest Associate 51 Kuula Street; Kahului, HI 96732	2015
2016	The Rev. Cn. Kate Cullinane (Priest) The Episcopal Diocese of Hawai'i, Strategic Planning Manager 6221 Keokea Place, #132; Honolulu, HI 96825	1989
2016	The Rev. Craig Vance (Priest) Good Shepherd, Rector 301-2180 West 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, Rector 1017-2 Moanakai Road; Kapaa, HI 96746	2006
2017	The Rev. Gae Chalker (Priest) Christ Memorial, Priest-in-Charge PO Box 223134; Princeville, HI 96722	1997
2017	The Rev. Heather Hill (Priest) St. Clement's, Rector 3030 Kahaloa Place; Honolulu, HI 96822	2003
2017	The Rev. Katlin McCallister (Priest) Holy Apostles, Priest-in-Charge 3347 Francis St.; Honolulu, HI 96815	2013
2018	The Rev. Dustin Berg (Priest) Calvary, Priest-in-Charge 3030 Kahaloa Place; Honolulu, HI 96822	2006
2018	The Rev. Jasmine Bostock (Transitional Deacon) St. Peter's, Curate 1020 Green Street, #204; Honolulu, HI 96822	2018
2018	The Rev. Christopher Bridges (Transitional Deacon) Holy Nativity, Curate 1200 Queen Emma Street, #2211; Honolulu, HI 96813	2018
2018	The Rev. Alison Donohue (Transitional Deacon) Trinity By-the-Sea, Curate 8986 Kula Highway; Kula, HI 96790	2018
2018	The Rev. Ha'aheo Guanson (Transitional Deacon) St. Clement, Curate 88 Piikoi Street, #505; Honolulu, HI 96814	2018
2018	The Rev. Mark Haworth (Transitional Deacon) St. John the Baptist, Curate and St. Nicholas, Curate 60 North Beretania Street, #801; Honolulu, HI 96817	2018

2018	The Rev. Preston Lentz (Transitional Deacon) St. Christopher's, Curate 999 Wilder Avenue, #1204; Honolulu, HI 96822	2018
2018	The Rev. Linda Lundgren (Priest) St. James, Priest Associate PO Box 760519; Paauilo, HI 96776	1993
2018	The Rev. Sara Shisler Goff (Priest) Seabury Hall, Chaplain 480 Olinda Road; Makawao, HI 96768	2009

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, 2018.

		Year of Ordination to Diaconate
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's, 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) 6500 Upland Court; Rocklin, CA 95677	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) 155 Cross Road; Kula, HI 96790	1979
1979	The Rev. Brian F. Nurdning (Priest) 1144 Kumukumu Street, Apt. E; Honolulu, HI 96825	1960
1985	The Rev. John B. Connell (Priest) 95-1050 Makaikai Street, Apt #17M; Mililani, HI 96789	1985
1985	The Rev. David J. Baar (Priest) St. John's (Kula), Priest Associate PO Box 427; Kula, HI 96790	1962
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. F. Kay Johnson (Priest) 18948 Columbus Mill Drive; 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 North 110th Lane; Sun City, AZ 85373	2000
2001	The Rev. Dale C. Hathaway (Priest) 2079 Audubon Drive; Rock Hill, SC 29732	1982
2001	The Rev. Elizabeth A. Zivanov (Priest) 95108 Turnstone Court; Fernandina Beach, FL 32034	1993
2004	The Rev. Jodene Hawkins (Priest) 203 Kuli Puu Street; Kihei, HI 96753	1990
2004	The Rev. Russell M. Johnson (Priest) 659 West Redondo Place; Green Valley, AZ 85614	1987
2004	The Rev. Timothy Sexton (Priest) PO Box 181; 81 Mandala Road; 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) 17 Wallace Street; Somerville, MA 02144	2003
2007	The Rev. Andrew J. Walmisley (Priest) 424 Camino Sobrante; Orinda, CA 94563	1979
2008	The Rev. Dallas B. Decker (Priest) 18218 Paradise Mountain Road, #88; Valley Center, CA 92082	1976
2008	The Rev. Richard Shields (Priest) 1441 Victoria Street, #403; Honolulu, HI 96822	1979
2009	The Rev. Dcn. James Moore (Deacon) 214 C Lizama Street; Barrigada, Guam 96913	2009
2010	The Rev. Linda M. Decker (Priest) Church of the Good Shepherd, Priest Associate 307 S. Alu Road; Wailuku, HI 96793	2010
2010	The Rev. Austin B. Murray (Priest) 1117 Narrumson Road; Manasquan, NJ 08736	1973
2010	The Rev. Richard A. Tardiff (Priest) 87-6627 Kekaa Place; Kealahou, HI 96750	2004
2012	The Rev. Debra Vanover (Priest) 25 Hiatt Street; Lebanon, OR 97355	1996
2012	The Rev. David Blanchett (Priest) 2062 South King Street; Honolulu, HI 96826	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) St. Clement, Priest Associate 1177 Queen Street, #3303; Honolulu, HI 96814	1992
2016	The Rev. Marion Keator (Priest) St. James', Priest Associate 64-5119 Pukuniahiahi 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, 2018.

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

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

+ Robert L. Fitzpatrick

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

OTHER LICENSED CLERGY

		Year of Ordination to Diaconate
11/29/09	The Rev. Alberto Alarcon (Priest) 95-1017 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) 116 Rossel Lane; PO Box 702; Eastsound, WA 98245 Canonical Residence: Olympia	1975
12/19/12	The Rev. Mary Tudela (Priest) 2110 Kaneka Street, #172; Lihue, HI 96766 Canonical Residence: Chicago	2004
8/18/16	The Rev. Rick Tiff (Priest) <i>Current address not available.</i> Canonical Residence: Los Angeles	2005
8/19/16	The Rev. Philip James Paradine (Priest) 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
1/24/17	The Rev. David Glaser (Priest) 15-2074 7 th Ave; Keeau, HI 96749 Canonical Residence: Michigan	2010
1/31/17	The Rev. Luis Rodriguez (Priest) Holy Nativity, Interim Rector 144 Nenu St.; Honolulu, HI 96821 Canonical Residence: New Hampshire	1998
1/4/18	The Rev. Benjamin Newland (Priest) St. Mark's, Priest Associate 411 Hobron Lane, #602; Honolulu, HI 96815 Canonical Residence: Colorado	1998

LICENSED LUTHERAN PASTORS

- 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 9: Annual Report of the Treasurer

TO: Delegates to the 50th Annual Meeting of the Convention
FROM: Peter Pereira, Diocesan Treasurer
SUBJECT: Annual Report of the Treasurer
DATE: September 21, 2018

The Balance sheet of The Episcopal Church in Hawai‘i on December 31, 2017 showed assets of \$46,766,405; liabilities of \$21,752,721 (of which \$20,659,858 represents parish/mission investments balances); and net assets of \$25,013,684. The total operating income of the Diocese exceeded operating expenses in 2017 by \$28,512. It should be noted that all congregations have paid their 2017 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 > 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

2018

1. In your Annual Meeting Workbook, you will find the current Budget versus Actual Operating Report as of August 31, 2018. The report is summarized to cut printing costs. If you want a detailed report, please call me: (808) 536-7776 ext. 307.
2. Our Investment performance numbers are as follows: Year-to-date at 8/31/18 = 3.2%; trailing 12 months = 6.3%; 5 Year trailing = 6.4%; since 6/30/92 = 7.3%. The stock/ bond asset allocation is 56%/44%.
3. During the year the Commission of 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, in 2017 and prior, was set at a payout rate of 5 percent (5%) of the average market value of the Investment Fund over twelve quarters. In 2018, our payout rate was changed to 4% to keep in line 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 > Resources > Forms & Documents > Investments.

4. The setting up of the Shared Travel Expense Fund for the 2018 Diocesan Annual Meeting has been accomplished.
5. The assessment rate has been 20% since 2009, and the rate decreased to 19% in 2016, 18.5% in 2017 and 18% in 2018. The Diocesan Council recommends that the rate remain at 18% for 2019.
6. The Compensation Review Committee (CRC) is submitting a compensation schedule reflecting a 0.5% increase over the current year. Please refer to the CRC report and the 2019 Clergy Compensation and Benefits policy for details.
7. The Photovoltaic (PV) installations were completed this year. They were installed for Calvary, Emmanuel, Holy Innocents, St. Elizabeth's, St. John's (Kula), St. Mark's, and Trinity by-the-Sea. Thank you Dixie Kaetsu for your help.
8. The Legacy Society membership is at 120. The purpose of the Legacy Society is to recognize those who have remembered their church in their estate plans, and – more so – to enable members to witness to the value of their church in their lives and to secure ministries for generations to come. Thank you all for including your church in your will. Please consider joining the Legacy Society. Please go to our website to see the Planned Giving material:
Episcopalhawaii.org > Resources > Forms & Documents > Legacy Society.

I would like to thank the treasurers, wardens, and clergy whose work, cooperation, and goodwill have helped us in our work. Many thanks also to the members of Diocesan Council, Commission of Finance and Administration, Commission on Investments, Diocesan Property Development Committee, 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.

Thank you all for your prayers and support for my kidney transplant and recovery process. It is truly a miracle. My family and I are very grateful for this support. It meant a lot to us. It is great to be back. God is good.

Balance Sheet

THE EPISCOPAL CHURCH IN HAWAII
BALANCE SHEET
August 31, 2018

ASSETS

Petty Cash	200	
Cash in Bank	242,711	
Short-Term Investments	430,550	
Accounts Rec. - Churches/Other	505,609	
Other A/C Rec. & Prepaid Exp.	102,725	
Investments	39,469,267	
Loan Rec. - Churches/Camp	141,573	
Land & Buildings	2,899,481	
Assets Held in Trust	2,398,282	
	<hr/>	
TOTAL ASSETS		<u>46,190,398</u>

LIABILITIES

Accounts Payable	33,188	
Accrued Vacation	19,234	
Annuity Payment Liab.	6,930	
Due to Churches/Other	58,740	
Security Deposits	14,230	
Postretirement Benefits	755,883	
Churches' Endowment	20,397,359	
Note Payable - Churches/Camp	121,573	
	<hr/>	
TOTAL LIABILITIES		21,407,137

NET ASSETS

Unrestricted		
General Fund	254,863	
Plant Fund	2,899,481	
Investment Fund	5,409,588	
Temporarily Restricted		
General Fund	165,657	
Investment Fund	7,660,952	
Permanently Restricted		
Investment Fund	8,392,720	
	<hr/>	
TOTAL NET ASSETS		<u>24,783,261</u>

TOTAL LIABILITIES AND NET ASSETS		<u>46,190,398</u>
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Income Statement

**THE EPISCOPAL CHURCH IN HAWAII
INCOME STATEMENT
FOR THE PERIOD ENDED 8/31/18**

	Actual 8/31/18	Budget YTD	Variance		Annual Budget
INCOME					
Assessments	1,158,060	1,158,060	0	A	1,737,064
Investments	275,561	283,950	(8,389)		567,900
Rentals	112,984	122,000	(9,016)		183,000
Other	531	33,667	(33,136)	B	55,500
	1,547,136	1,597,677	(50,541)		2,543,464
TOTAL INCOME	1,547,136	1,597,677	(50,541)		2,543,464
EXPENSES					
MINISTRY AND MISSION					
Diocesan Initiatives	25,691	5,333	(20,358)	C	8,000
Congregational Support	191,519	191,519	0		292,800
Discipleship	36,149	48,920	12,771		78,929
Outreach and Justice	22,000	22,400	400		33,600
Ministry Development	107,985	143,415	35,430	D	209,571
Other	15,000	29,609	14,609	E	44,414
Subtotal Ministry and Mission	398,344	441,196	42,852		667,314
DIOCESAN ORGANIZATION					
Episcopate	235,770	243,550	7,780		365,050
Office of Bishop Staff	384,938	438,068	53,130	F	662,100
Administration					
Diocesan Expenses	401,616	450,467	48,851	G	671,700
Ault Memorial Office Bldg	61,366	56,333	(5,033)		84,500
Travel	24,353	33,333	8,980		50,000
Other	30,259	32,534	2,275		42,800
Subtotal Diocesan Organization	1,138,302	1,254,285	115,983		1,876,150
TOTAL EXPENSES	1,536,646	1,695,481	158,835		2,543,464
SURPLUS	10,490				

EXPLANATION OF SIGNIFICANT VARIANCES

- A** Assessment unpaid @ 8/31/18 = \$68,221. See listing attached.
- B** Prior year surplus not used.
- C** Pacific Island Missioner - Back Pension payments
- D** Due mainly to funds not spent for Curacy Support and other programs.
- E** Due mainly to funds not requested for Diocesan Council grants.
- F** Due to not filling Admin. Program Support staff position.
- G** Due mainly to not having MacCray House expenses (property sold) and timing of Diocesan Convention.

Assessment Balance Due

THE EPISCOPAL CHURCH IN HAWAII

Current year (2018) Assessment Balance Due

	Assessment Outstanding 8/31/18	Payments made through 10/5/18	Balance Due 10/5/18
All Saints Church	\$ 8,208	\$ 4,104	\$ 4,104
Holy Nativity Church	\$ 7,166	\$ 7,166	\$ -
St. John the Baptist	\$ 2,270	\$ 2,270	\$ -
St. John's Church (Kula)	\$ 3,987	\$ 3,987	\$ -
St. Mark's Parish	\$ 5,100	\$ 5,100	\$ -
St. Michael & All Angels Church	\$ 6,330	\$ 3,303	\$ 3,027
St. Nicholas Church	\$ 5,044	\$ 2,522	\$ 2,522
St. Paul's Church, Honolulu	\$ 10,854	\$ 10,854	\$ -
St. Timothy's Episcopal Church	\$ 6,187	\$ 6,187	\$ -
Trinity By-the-Sea Church	\$ 13,075	\$ 2,685	\$ 10,390
Total	\$ 68,221	\$ 48,178	\$ 20,043

Diocesan Assessment

THE EPISCOPAL CHURCH IN HAWAII
DIOCESAN ASSESSMENT

CHURCH	2016	2018	2017	2019	2019
	Operating Income	Diocesan Assessment @ 18.0%	Operating Income	Diocesan Assessment @ 18.0%	Increase/ (Decrease)
All Saints'	273,642	49,256	246,748	44,415	(4,841)
Calvary	188,644	33,956	205,568	37,002	3,046
Christ Church	204,546	36,818	204,369	36,786	(32)
Christ Memorial	206,793	37,223	216,512	38,972	1,749
Emmanuel	249,768	44,958	269,717	48,549	3,591
Epiphany	300,598	54,108	302,253	54,406	298
Good Samaritan	78,276	14,090	88,771	15,979	1,889
Good Shepherd	389,730	70,151	372,011	66,962	(3,189)
Grace	39,401	7,092	45,582	8,205	1,113
Holy Apostles	300,098	54,018	308,247	55,484	1,466
Holy Innocents	165,923	29,866	198,668	35,760	5,894
Holy Nativity	477,730	85,991	403,132	72,564	(13,427)
St. Andrew	1,680,683	302,523	1,573,621	283,252	(19,271)
St. Augustine's	187,216	33,699	180,526	32,495	(1,204)
St. Christopher	249,088	44,836	303,960	54,713	9,877
St. Clement	443,460	79,823	358,500	64,530	(15,293)
St. Elizabeth's	491,698	88,506	493,154	88,768	262
St. James'	459,402	82,692	541,852	97,533	14,841
St. John the Baptist	75,672	13,621	61,443	11,060	(2,561)
St. John's, Kula	265,831	47,850	283,160	50,969	3,119
St. John's by-the-Sea	64,125	11,543	83,422	15,016	3,473
St. Jude's	61,907	11,143	65,335	11,760	617
St. Luke's	122,781	22,101	138,368	24,906	2,805
St. Mark's	340,013	61,202	363,160	65,369	4,167
St. Mary's	258,486	46,527	289,211	52,058	5,531
St. Matthew's	75,211	13,538	72,241	13,003	(535)
St. Michael	422,008	75,961	404,539	72,817	(3,144)
St. Nicholas	84,040	15,127	129,831	23,370	8,243
St. Paul's	241,231	43,422	245,319	44,157	735
St. Peter's	489,661	88,139	405,638	73,015	(15,124)
St. Stephen's	93,693	16,865	112,513	20,252	3,387
St. Timothy's	412,438	74,239	553,642	99,656	25,417
Trinity by-the-Sea	174,363	31,385	172,331	31,020	(365)
West Kaua'i	82,197	14,795	93,626	16,853	2,058
TOTAL	9,650,353	1,737,064	9,786,970	1,761,656	24,592

Investment Funds of the Episcopal Church in Hawai‘i

AS OF JUNE 30, 2018

	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
TRUST ENDOWMENTS			
ALL SAINTS' CHURCH, KAPA‘A			
Clergy Childrens' Education Fund	81.28030	7,182.85	5,955.17
Albert Horner Organ Maint Fund	70.11439	6,196.10	2,798.38
Eddie Ruby Scott Trust	215.86279	19,076.08	18,830.07
Etta Wilcox Sloggett Memorial Fund	332.07355	29,345.79	6,550.63
Emma Lyman Wilcox Memorial Fund	323.72081	28,607.64	6,069.06
Henry Willey Columbarium	179.98638	15,905.64	6,979.45
Ramona R. Walden Altar Fund	19.06211	1,684.54	1,515.15
Rector's Equity Allowance	0.10471	9.25	8.98
Willey Memorial Fund	556.28957	49,160.06	22,556.48
	<u>1,778.49461</u>	<u>157,167.95</u>	<u>71,263.37</u>
CAMP MOKULĒ‘IA, O‘AHU			
Margaret Root Clarke Memorial Camp Scholarship Fund	81.24180	7,179.45	3,213.63
Margaret Monterio Mem Campership	167.89785	14,837.36	7,248.43
	<u>249.13965</u>	<u>22,016.81</u>	<u>10,462.06</u>
CHRIST CHURCH, KEALAKEKUA			
Christ Church Property	446.80980	39,485.18	42,558.49
David Douglas Wallace Mem Endow Fd	48.27090	4,265.76	1,912.50
Parish Designated Trust Fund	245.66573	21,709.81	18,753.17
Ellen C Hall Fund	181.36292	16,027.28	5,578.89
Dora Greenwell Bryant Pennell Fund	24.06488	2,126.65	1,000.55
The Greenwell Memorial Trust	634.56472	56,077.34	44,191.77
Restoration/Renovation Fund	311.34553	27,514.02	21,005.81
Mission Fund	105.11322	9,289.00	5,416.10
S.H. Davis Fund	0.89930	79.47	83.18
	<u>1,998.09700</u>	<u>176,574.51</u>	<u>140,500.46</u>
CHRIST MEMORIAL CHURCH, KILAUEA			
Eddie Ruby Scott Trust	395.24084	34,927.96	34,709.68
Building Maintenance Fund	779.52402	68,887.59	68,232.48
St. Thomas Building Fund	1,075.88400	95,077.32	93,617.38
	<u>2,250.64886</u>	<u>198,892.87</u>	<u>196,559.54</u>
DIOCESAN - BUDGET			
Episcopate Endowment Fund	47,000.86884	4,153,529.95	2,532,293.53
Edwin Lani and Puanani Hanchett Memorial Mission Fund	242.38187	21,419.61	11,182.66
Hawaiian Church Chronicle	219.47659	19,395.44	10,343.62
Helen Hagemeyer Endowment Fund	11,928.24954	1,054,115.44	962,670.72
Mary Y.C. Ing Restoration Fund	19,944.98619	1,762,565.24	1,673,286.33
Thomas Dowell Phillips Mem Pen Fd	489.31941	43,241.81	23,580.79
Von Holt Fund	43,725.43759	3,864,075.69	3,325,571.72
	<u>123,550.72003</u>	<u>10,918,343.18</u>	<u>8,538,929.37</u>

AS OF JUNE 30, 2018

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
DIOCESAN - OTHERS			
The Rev. J. Thurlow and Jane Baker Memorial Fund	2,250.90098	198,915.14	188,009.34
Bishop's Pastoral Fund	1,086.54004	96,019.00	82,832.55
The Chang Clergy Children's Scholarship Fund	1,654.60800	146,219.93	146,099.80
Bishop's Special Fund	396.53897	35,042.68	29,916.80
Clergy Continuing Education Fund	7,296.23432	644,778.03	516,273.50
Diocesan Capital Reserve	1,470.73488	129,970.82	127,421.22
Diocesan General Fund	4,700.33702	415,375.10	417,871.57
Eleanore McKinney Endowment Fund	514.96514	45,508.16	39,756.04
Election Process Fund	2,292.16374	202,561.59	199,664.72
Episcopate Construction Fund	184.23866	16,281.42	14,221.78
George Hebrank Endowment Fund	803.31828	70,990.32	66,813.40
Harry & Katherine Kennedy Memorial Fund	637.78339	56,361.78	50,340.23
Hurricane Deductible & Earthquake Reserve Fund	15,176.61392	1,341,177.77	1,321,042.81
Katherine Hanley Wery Trust	1,078.75201	95,330.76	91,303.74
Kenneth & Ruth Perkins Endowment Fund	1,965.13449	173,661.58	166,642.03
Lambeth Conference Travel Fund	460.19749	40,668.27	39,066.47
Linberg Revolving Fund	11,057.49145	977,165.38	887,444.87
Rev. George W. MacCray Fund	13,823.68207	1,221,617.36	1,233,851.61
Medigap Fund	2,173.27068	192,054.85	190,389.03
Mission Fund	726.89581	64,236.76	61,343.06
Morimasa & Myrtle Kaneshiro Fund	623.30001	55,081.86	54,518.32
Eric Potter Memorial Fund	246.23831	21,760.41	21,212.60
Alice Anne Rice Endowment Fund	2,550.16001	225,361.07	219,783.46
Scholarship Fund	5,269.13397	465,640.45	387,252.53
St. George's Endowment Fund	12,333.26370	1,089,907.09	1,070,690.37
Victory Fund	1,401.77923	123,877.11	123,219.38
	<u>92,174.276570</u>	<u>8,145,564.69</u>	<u>7,746,981.23</u>
EMMANUEL EPISCOPAL CHURCH, KAILUA			
Church Renovation Fund	848.03834	74,942.29	71,209.13
Emmanuel Church, Special Fund	1,447.77453	127,941.78	127,346.42
Gratia McConkey Memorial	267.26723	23,618.76	23,710.07
The Leroy, Charlotte & Valarie Green Endowment Fund	175.43391	15,503.33	12,118.28
Joseph J and Anna P Lovell Tr Fund	1,078.13703	95,276.42	86,498.32
Maggie Nott Fund	349.95692	30,926.16	29,503.41
Church Undesignated Operating Reserve Fund	406.35761	35,910.37	37,580.28
Rowe Fund	141.90262	12,540.13	12,066.24
Various Memorial Funds	104.19765	9,208.09	8,777.35
Youth Ministry Fund	42.18513	3,727.96	3,592.91
	<u>4,861.25097</u>	<u>429,595.29</u>	<u>412,402.41</u>

AS OF JUNE 30, 2018

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
EPIPHANY CHURCH, HONOLULU			
Candle Fund	48.76060	4,309.04	1,621.28
Wilfred Richardson Mem Flower Fund	15.44820	1,365.18	765.13
Sophia Taylor Mem Altar Guild Fund	34.62535	3,059.89	1,370.18
Georgiana Crutchfield Memorial Fund	49.14404	4,342.92	3,751.57
	147.97819	13,077.03	7,508.16
GOOD SAMARITAN			
Church Unrestricted A/C	80.70455	7,131.97	5,927.54
Preschool Unrestricted A/C	188.22366	16,633.58	16,682.13
Church Operational A/C	231.23887	20,434.89	17,496.42
	500.16708	44,200.44	40,106.09
GOOD SHEPHERD CHURCH, WAILUKU			
Clergy Housing Trust	2,307.26495	203,896.10	198,616.50
Altar Guild Fund	87.61955	7,743.06	7,899.93
Bross Memorial Youth Fund	2,863.75029	253,073.46	265,472.68
Memorial Fund	291.76608	25,783.76	25,727.98
Seminarian Scholarship Fund	90.18400	7,969.68	8,189.39
	5,640.58487	498,466.06	505,906.48
CHURCH OF THE HOLY APOSTLES, HILO			
Auto Replacement Fund	16.15878	1,427.97	1,242.84
Babe Chillingworth Memorial Fund	88.42341	7,814.10	7,744.79
Vestment Fund	246.71548	21,802.58	17,798.30
Thomas and May Cook Memorial Fund	1,671.58976	147,720.63	117,853.71
The Kilauea Fund	6,622.57467	585,245.82	383,985.45
Program/Clergy Fund	735.27723	64,977.44	54,779.33
Martha E Wakefield Mem Vicarage Fd	1,603.10249	141,668.32	93,485.89
Ronald C Yoder Memorial Fund	193.90360	17,135.52	14,593.80
Joseph Clark Young People's Fund	25.37849	2,242.73	2,166.87
Altar Linen Fund	81.32256	7,186.58	6,592.19
Kitagawa Memorial Fund	6.15034	543.51	486.79
Mae Marcellino Memorial	9.79536	865.63	787.41
	11,300.39217	998,630.83	701,517.37
HOLY INNOCENTS CHURCH			
Kahi Maluhia Trust Fund	523.02773	46,220.66	48,057.33
The Church of the Holy Innocents Endowment Fund	56.95687	5,033.36	5,067.58
	579.98460	51,254.02	53,124.91

AS OF JUNE 30, 2018

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
HOLY NATIVITY CHURCH, HONOLULU			
Columbarium	524.31415	46,334.35	46,956.75
Concert	219.43186	19,391.49	19,651.97
Nellie Hartman	5,974.74829	527,996.54	534,272.30
Capital Improvements	798.67463	70,579.95	73,062.27
Hjorth	172.98507	15,286.92	15,492.27
General Operating Endowment	8,882.17872	784,930.07	805,458.84
Memorial	448.76475	39,657.94	40,190.67
Margaret L Montgomery Trust Fund	314.75252	27,815.10	25,444.58
	<u>17,335.84999</u>	<u>1,531,992.36</u>	<u>1,560,529.65</u>
HOLY NATIVITY SCHOOL, HONOLULU			
General and Reserve Fund	4.76820	421.37	415.87
Reed Glover Endowment Fund	5.34569	472.41	480.61
Church Endowment Fund	5.18929	458.58	466.17
Hagemeyer Scholarship Endowment Fund	2,583.90730	228,343.36	213,667.72
Scholarship Endowment Fund	5.39155	476.46	484.93
Bellows Scholarship Endowment Fund	91.48276	8,084.45	8,253.76
Ruth Alison Bastis Endowment Fund	1,557.15120	137,607.54	150,485.36
	<u>4,253.23599</u>	<u>375,864.17</u>	<u>374,254.42</u>
ST. AUGUSTINES EPISCOPAL CHURCH, KAPA 'AU			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	421.80387	37,275.37	30,815.11
Building Fund	1,142.43011	100,958.08	98,551.11
Richard & Helen Hagemeyer Fund	965.29744	85,304.63	87,012.09
St Augustine's Church Yard Fund	229.35945	20,268.80	16,006.39
The Clergy Support Fund	1,010.14315	89,267.71	89,069.51
Carson and Rosemary Rasmussen Clergy Endowment Fund	7,231.21256	639,031.97	641,361.75
	<u>11,000.24658</u>	<u>972,106.56</u>	<u>962,815.96</u>

AS OF JUNE 30, 2018

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
<u>THE CATHEDRAL OF ST. ANDREW</u>			
Candle Fund	92.19615	8,147.50	2,175.74
Capital Reserve Fund	1,268.90299	112,134.66	111,065.44
Cathedral Unrestricted Endowment	15,367.66618	1,358,061.31	1,334,908.55
Augustine Powers	1,037.13492	91,653.01	91,865.91
Living Endow, Clergy, Etc.	409.05573	36,148.80	36,232.77
The Deanery	234.17569	20,694.42	14,924.33
Choir	64.79934	5,726.40	5,739.70
Organist	67.39116	5,955.45	5,969.28
W Armitage Carlisle	281.96123	24,917.29	24,825.33
Guild & Aux	975.56587	86,212.07	27,136.68
Young Memorial	858.63177	75,878.44	23,441.10
Anderson Memorial	177.40036	15,677.11	7,953.57
Devonish	12.30191	1,087.14	801.71
Tenney	101.64885	8,982.85	2,595.48
Palmer	404.65308	35,759.74	25,214.10
Maintenance & Renovation	1,297.64693	114,674.80	59,391.88
Memorial Buildings	1,030.08473	91,029.97	27,758.97
Outreach	404.74599	35,767.95	26,219.58
Nellie Alice Russell	236.30902	20,882.95	19,169.71
Abbe Green	49.71074	4,393.00	2,668.47
Soper	49.71097	4,393.03	2,665.62
R. Hicks Memorial	294.31094	26,008.65	23,888.14
Orvis Music Fund	1,977.40315	174,745.77	169,211.58
	<u>26,693.40770</u>	<u>2,358,932.31</u>	<u>2,045,823.64</u>

AS OF JUNE 30, 2018

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
ST. ANDREW'S SCHOOLS			
Alumnae Association Scholarship Fund	500.76733	44,253.48	27,809.33
British Benevolent Society Scholarship	282.42354	24,958.15	12,110.96
Class of 1966 Endowed Fund for Hawaiian Culture	327.09602	28,905.91	27,606.64
E E Ford Foundation	310.08641	27,402.75	16,136.76
Frederick Mitchell Endowment	156.01553	13,787.30	14,209.92
Fred H. & Ruth K. Shintaku Scholarship Fund	921.96781	81,475.53	75,010.17
Bishop Harry S Kennedy Schl Fund	331.10756	29,260.42	18,023.37
Sister Evelyn Scholarship Fund	222.51909	19,664.31	8,754.62
Vance O Smith Trust Fund	599.51961	52,980.35	33,829.74
Betty V Von Holt Scholarship Fund	146.96553	12,987.54	5,810.06
Class of 1937 Scholarship Fund	249.08402	22,011.89	20,046.31
Muriel M. Thayer Scholarship Fund	24.75145	2,187.32	2,254.93
Withington Foundation Fund	100.47679	8,879.27	9,282.47
Nikaido Fund for General Endowment	18.66965	1,649.86	1,657.97
Peter B Ogilby Scholarship Fund	21.48487	1,898.65	1,681.32
Phyllis Kanoe Cockett Endowed Scholarship Fund	299.90164	26,502.71	26,455.71
Queen Emma General Scholarship Fund	5,138.60243	454,105.20	260,374.87
Eleanor Wilcox Carney Financial Aid Fund	217.59680	19,229.32	18,820.37
Ellen K. Brazauski Scholarship Fund	197.43548	17,447.64	16,588.60
Class of 1951 Scholarship Fund	79.40059	7,016.74	6,796.74
Yoshie Isoshima Fund	439.00908	38,795.82	37,634.71
Sarah Horswill Kauka Scholarship Fund	238.61386	21,086.63	20,324.86
Operational Endowment Fund	125.58099	11,097.76	10,569.38
Class of 1952 Faculty Advancement Fund	538.07187	47,550.13	45,619.37
Solien Science and Math Endowment Fund	652.58421	57,669.74	55,218.03
	12,139.73216	1,072,804.42	772,627.21
ST. ANDREW'S CATHEDRAL FOUNDATION			
General Endowment Fund	30,654.22618	2,708,955.17	2,697,617.48
Kenneth & Ruth Perkins Endowment Fund	1,913.23092	169,074.79	162,845.32
	32,567.45710	2,878,029.96	2,860,462.80
ST. CHRISTOPHER'S CHURCH, KAILUA			
Rector's Hsg. Endow Fund	1,861.25680	164,481.76	158,150.01
General Endowment	2,100.22953	185,600.11	179,554.82
Outreach Endow Fund	975.25205	86,184.33	58,016.78
	4,936.73838	436,266.20	395,721.61
ST. CLEMENT'S PARISH, HONOLULU			
Brodhead Fund for Social / Adult Education	501.37061	44,306.79	37,193.69
Brodhead Memorial Fund for Prayer			
Books & Hymnals	27.80366	2,457.05	1,821.08
Chapel of Peace Maintenance Fund	962.31970	85,041.49	76,028.65
Cooke Organ Fund	24.88982	2,199.55	2,236.03
General Fund	311.01553	27,484.86	22,350.91
	1,827.39932	161,489.74	139,630.36

AS OF JUNE 30, 2018

	Total	Market	Balance
TRUST ENDOWMENTS	Shares	Value @	End of
		88.371344	Quarter
			(Cost)
ST. ELIZABETH'S CHURCH, HONOLULU			
Joseph Ho Foundation	3,808.86074	336,594.14	385,192.86
Hon Endowment Fund	74.94277	6,622.79	3,135.13
Val and Abbie Peroff Trust	127.67269	11,282.61	10,714.06
Scholarship Trust	528.76438	46,727.62	53,945.24
	<u>4,540.24058</u>	<u>401,227.16</u>	<u>452,987.29</u>
ST. JOHN'S, KULA, MAUI			
Shim-Mark-Littell Endowment	1,285.53924	113,604.83	114,852.22
Cemetery Perpetual Care Fund	305.64248	27,010.04	23,818.66
Facility Repair, Replacement and Improvement Fund	823.69676	72,791.19	72,599.02
Grounds and Cemetery Improvement Fund	447.65243	39,559.65	38,937.16
Holy Spirit Super Fund	833.08216	73,620.59	72,600.78
St. John's Endowment Fund	863.68780	76,325.25	72,055.17
	<u>4,559.30087</u>	<u>402,911.55</u>	<u>394,863.01</u>
ST. JOHN'S BY-THE-SEA, KANEOHE			
General Endowment Fund	882.87988	78,021.28	80,327.78
Lot Lau Endowment Fund	274.25538	24,236.32	23,332.21
	<u>1,157.13526</u>	<u>102,257.60</u>	<u>103,659.99</u>
ST. MARK'S EPISCOPAL CHURCH			
Father Aiona Theological Education Fund	43.43895	3,838.76	3,917.66
Endowment Fund	578.86102	51,154.73	48,941.36
Elsie Okada Restricted Fund	152.97627	13,518.72	13,558.87
Princess Abigail Kawanakoa Fund	65.34422	5,774.56	5,403.94
	<u>840.62046</u>	<u>74,286.77</u>	<u>71,821.83</u>
ST. MICHAEL'S, LIHUE			
Eddie Wilcox	1,010.47244	89,296.81	85,439.98
The Ike Kampmann III Education Fund	504.23869	44,560.25	45,653.28
Eddie Ruby Scott Trust	471.65112	41,680.44	41,724.48
Nancy & Holbrook Goodale Fund	4,681.55671	413,715.46	409,912.70
Scheduled Maintenance Fund	674.73781	59,627.49	58,406.31
Legacy Endowment Fund	3,060.78953	270,486.08	258,881.25
Wilcox Rectory Endowment	1,293.34454	114,294.60	110,145.62
	<u>11,696.79084</u>	<u>1,033,661.13</u>	<u>1,010,163.62</u>
ST. NICHOLAS CHURCH			
Jensen-Malvin Memorial Fund	175.16315	15,479.40	13,006.70
Hono'uliuli Mission Fund	221.61970	19,584.83	17,809.31
Beverly Booth Memorial Fund	44.92278	3,969.89	3,676.17
	<u>441.70563</u>	<u>39,034.12</u>	<u>34,492.18</u>
ST. PAUL'S, HONOLULU			
Building Fund	4,985.73538	440,596.14	384,086.63
Bryon a Devonish Candle Fund	68.60013	6,062.29	5,047.21
Youth Group Fund	119.03427	10,519.22	11,741.16
	<u>5,173.36978</u>	<u>457,177.65</u>	<u>400,875.00</u>

AS OF JUNE 30, 2018

TRUST ENDOWMENTS	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
<u>ST. PETER'S, HONOLULU</u>			
Capital Improvements Endowment	157.01738	13,875.84	14,600.80
Reserve Fund	5,930.41769	524,078.98	530,569.76
Columbarium Perpetual Care Fund	255.39978	22,570.02	23,749.81
General Endowment Fund	3,755.55799	331,883.71	364,617.52
Katherine Kong Endowment Fund	240.46206	21,249.96	22,269.24
Katherine Hanely Wery Outreach & Counseling Fund	2,144.38174	189,501.90	182,139.30
Lydia Y.F. Moo	49.20220	4,348.06	4,519.47
Mission Endowment Fund	2,035.92707	179,917.61	198,646.48
Raymond Kong Endowment Fund	412.42459	36,446.52	38,343.36
Albert C. Kong Endowment Fund	494.63882	43,711.90	43,187.33
Restricted Endowment Fund	594.50162	52,536.91	57,947.84
	<u>16,069.93094</u>	<u>1,420,121.41</u>	<u>1,480,590.91</u>
<u>ST. STEPHEN'S CHURCH, WAHIAWA</u>			
Frank E Ahrendt Memorial Fund	795.15867	70,269.24	55,241.09
Combined Memorial Fund	160.07600	14,146.13	11,072.76
Mary Tree Hatlelid Music Fund	53.10437	4,692.90	4,733.38
The Solomon P. McCurdy Memorial Fund	142.79799	12,619.25	12,035.30
The France Memorial Fund	139.64929	12,341.00	9,799.58
Gerda Rutherford Fund	180.02578	15,909.12	14,053.45
	<u>1,470.81210</u>	<u>129,977.64</u>	<u>106,935.56</u>
<u>ST. TIMOTHY'S, AIEA</u>			
Garduque Memorial Fund	45.04587	3,980.76	3,971.58
St. Timothy's Aiea Family Center	358.41997	31,674.05	31,927.15
STCC-Marion P. Tappe Scholarship Fund	25.99779	2,297.46	2,403.71
St. Timothy's Children's Center (STCC)	18.97208	1,676.59	1,662.23
St. Timothy's Fund	1,670.77526	147,648.66	146,621.05
Takafuji Memorial Fund	240.05261	21,213.77	21,164.84
	<u>2,359.26358</u>	<u>208,491.29</u>	<u>207,750.56</u>
<u>TRINITY EPISCOPAL CHURCH BY-THE-SEA, KIHEI</u>			
The Carol Law Memorial Columbarium Fund	85.69522	7,573.00	7,374.15
Trinity Investment Fund	1,288.69059	113,883.32	110,913.89
	<u>1,374.38581</u>	<u>121,456.32</u>	<u>118,288.04</u>

AS OF JUNE 30, 2018

	Total Shares	Market Value @ 88.371344	Balance End of Quarter (Cost)
TRUST ENDOWMENTS			
<u>MISCELLANEOUS</u>			
ACCW Van Replacement Fund	410.59490	36,284.82	36,529.40
Daughters of the King	12.96066	1,145.35	1,146.15
Episcopal Church in Micronesia	1,262.34880	111,555.46	109,779.18
Episcopal Church Women of Hawaii	363.16260	32,093.17	29,867.59
ECW - Diocesan Altar Guild	107.91439	9,536.54	9,348.53
Iolani Guild Scholarship Fund	1,063.18446	93,955.04	96,329.60
Queen Emma Chapel Missions Fund	931.33680	82,303.48	79,347.08
Henry Digby Sloggett Memorial Fund	18,742.13366	1,656,267.54	1,515,309.91
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	181.70097	16,057.16	13,264.51
Grace Church-Richard and Helen Hagemeyer Endowment Fund	1,177.83721	104,087.06	101,224.26
Morimasa & Myrtle Kaneshiro Restricted Fund	164.27289	14,517.02	14,369.92
St. George's Pearl Harbor Permanent Endowment Fund	197.47990	17,451.56	15,506.78
St. George's Preschool Endowment Fund	15.55709	1,374.80	1,288.60
St. James Unrestricted Fund	5,112.75198	451,820.76	443,899.40
St. John's Episcopal School Bldg. Replacement Fund (Guam)	149.22445	13,187.17	11,082.46
St. Jude Unrestricted Fund	1,005.24962	88,835.26	92,322.95
St. Mary's Building Portfolio	743.03329	65,662.85	68,992.76
St John the Baptist - Richard & Helen Hagemeyer Endowment Fund	950.82777	84,025.93	79,844.55
The Waikiki Episcopal Chapel Endow Fund	6,232.36110	550,762.13	537,958.38
Tom and Hatsune Sekimura Fund (qtrly distributions to Good Samaritan 1/1/15-12/31/29, transfer to TECH 1/1/2030)	269.00105	23,771.98	23,154.90
Women of Vision	134.01480	11,843.07	11,415.23
West Kauai Endowment Fund	334.72775	29,580.55	27,047.44
 TOTAL	 445,031.03381	 39,327,990.74	 35,238,584.67

Average Sunday Attendance – By County

AVERAGE SUNDAY ATTENDANCE

CHURCH	County	2013	2014	2015	2016	2017
CHRIST CHURCH	Hawai'i	73	60	67	62	53
HOLY APOSTLES	Hawai'i	94	90	92	104	95
ST. AUGUSTINE'S	Hawai'i	79	71	72	70	65
ST. JAMES'	Hawai'i	146	147	158	170	181
ST. JUDE'S	Hawai'i	33	38	42	45	49
Hawai'i Total		425	406	431	451	443
ALL SAINTS	Kaua'i	100	111	122	120	115
CHRIST MEMORIAL	Kaua'i	36	38	41	46	40
ST. MICHAEL'S	Kaua'i	187	166	139	113	120
WEST KAUAI	Kaua'i	40	41	42	42	40
Kaua'i Total		363	356	344	321	315
GOOD SHEPHERD	Maui	155	151	130	147	135
GRACE	Maui	25	36	29	32	32
HOLY INNOCENTS	Maui	87	87	79	42	38
ST. JOHN'S, KULA	Maui	92	101	95	101	97
TRINITY BY-THE-SEA	Maui	68	65	63	53	45
Maui Total		427	440	396	375	347
CALVARY	O'ahu	43	55	49	46	35
EMMANUEL	O'ahu	59	56	59	56	62
EPIPHANY	O'ahu	118	103	93	86	81
GOOD SAMARITAN	O'ahu	29	29	24	21	26
HOLY CROSS	O'ahu	8	8	0	0	0
HOLY NATIVITY	O'ahu	97	96	104	88	76
ST. ANDREW	O'ahu	257	274	218	244	248
ST. CHRISTOPHER	O'ahu	112	115	106	93	94
ST. CLEMENT	O'ahu	143	135	121	109	112
ST. ELIZABETH'S	O'ahu	176	191	217	220	210
ST. JOHN THE BAPTIST	O'ahu	25	26	60	29	29
ST. JOHN'S BY-THE-SEA	O'ahu	35	39	31	30	35
ST. LUKE'S	O'ahu	26	30	24	25	24
ST. MARK'S	O'ahu	103	103	104	108	112
ST. MARY'S	O'ahu	49	69	73	76	67
ST. MATTHEW'S	O'ahu	31	28	25	20	16
ST. NICHOLAS	O'ahu	92	96	73	33	36
ST. PAUL'S	O'ahu	229	223	226	225	224
ST. PETER'S	O'ahu	97	97	103	110	115
ST. STEPHEN'S	O'ahu	50	28	33	37	35
ST. TIMOTHY'S	O'ahu	107	63	78	109	105
O'ahu Total		1886	1864	1821	1765	1742
TOTAL		3101	3066	2992	2912	2847

Pledge Per Week (2017), Ranking by Avg Weekly pledge/card

CHURCH	# Of Pledge Cards	Pledge %	Dollars Pledged	Annual Pledge	Avg Weekly pledge/card
Holy Apostles	44	63%	194,850	4,428	85
St. Nicholas	15	51%	66,000	4,400	85
St. Mark's	59	56%	201,654	3,418	66
St. Michael	73	59%	238,640	3,269	63
Grace	11	79%	35,808	3,255	63
Emmanuel	44	53%	142,482	3,238	62
Christ Church	28	42%	85,774	3,063	59
St. Peter's	67	45%	184,419	2,753	53
St. Clement	82	62%	221,900	2,706	52
St. Christopher	76	61%	186,843	2,458	47
St. Elizabeth's	70	34%	167,371	2,391	46
St. Timothy's	48	20%	112,860	2,351	45
All Saints'	77	73%	180,368	2,342	45
Calvary	15	16%	33,888	2,259	43
St. Stephen's	17	34%	38,134	2,243	43
Epiphany	70	51%	155,298	2,219	43
Trinity by-the-Sea	35	43%	73,624	2,104	40
St. Andrew	106	14%	214,806	2,026	39
St. John's, Kula	74	52%	148,431	2,006	39
Holy Innocents	45	43%	86,268	1,917	37
Holy Nativity	26	12%	49,760	1,914	37
St. James'	127	43%	234,397	1,846	35
St. Luke's	19	25%	34,461	1,814	35
St. John the Baptist	9	26%	16,200	1,800	35
St. Jude's	19	51%	33,260	1,751	34
St. Augustine's	30	28%	50,242	1,675	32
St. John's By-the-Sea	25	50%	41,775	1,671	32
Good Shepherd	87	33%	121,169	1,393	27
West Kaua'i	33	47%	44,198	1,339	26
Christ Memorial	17	10%	22,100	1,300	25
St. Matthew's	20	35%	25,534	1,277	25
Good Samaritan	20	27%	23,713	1,186	23
St. Paul's	113	30%	73,236	648	12
St. Mary's	n/a	n/a	n/a	n/a	n/a
TOTAL	1,601	36%	3,539,463	2,211	43

Attachment 10: Incomplete Yr 2017 Audits

THE EPISCOPAL CHURCH IN HAWAII

CONGREGATIONS THAT HAVE NOT COMPLETED THEIR 2017 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 2017 Audit:

Christ Church
Holy Apostles
Holy Innocents
St. Clement
St. John's By-the-Sea
St. Mary's
St. Paul's

Attachment 11: Report of the Standing Committee

CONTACT: The Rev. Paul Lillie, President; (808) 732-2333

Members: The Rev. Mahi Beimes; Ms. Phyllis Chang; Mr. Stuart Ching; The Rev. Kerith Harding; The Rev. Cn. David Kennedy; The Rev. Paul Lillie; Ms. Ruth Smith; Mr. Chuck Spence, Secretary

Review of Activities

- Created and approved Diocesan Guidelines for the Development and Sale of Property
- Approved revised Continuing Education Guidelines for the Diocese
- Completed the Bishop's Personal Professional Assessment
- Consent to Elections: The Rev. Cn. Michael Hunn (Bishop Diocesan of the Diocese of Rio Grande); The Rev. Kevin Nichols (Bishop Diocesan of the Diocese of Bethlehem); The Rev. Carlye J. Hughes (Bishop Diocesan of Newark)
- Consent to request for election: Bishop Suffragan of the Diocese of Virginia and Bishop Suffragan of the Diocese of Texas
- Approved Christ Church (Kealakekua) becoming an organized mission of the Diocese
- Approved the sales of 2324 Metcalf Street and the Camp Mokolē'ia director's residence
- Approved that the property and membership of St. Columba's Church, Pa'auilo, be entrusted to the oversight of St. James' Church, Waimea
- Approved amendments to the Bylaws allowing for the creation of the Commission on Investments and the Commission on Finance and Administration
- Reviewed 2019 compensation of the Office of the Bishop
- Consented to the ordination to the transitional diaconate of the Rev. Jasmine Bostock, the Rev. Chris Bridges, the Rev. Alison Donohue, the Rev. Ha'aheo Guanson, the Rev. Mark Haworth, and the Rev. Preston Lentz
- Served as the Bishop's advisory council on various issues
- Met with Diocesan Council and members of St. Mary's Church regarding property use and the work of the St. Mary's Task Group
- Met with the Queen Emma Square Development Committee
- Began work on a Social Media Policy for the Diocese
- Began work on a Conflict of Interest policy for the Diocese

Review of Expenditures – The Standing Committee spent funds for air travel and meals (one meeting).

Review of Goals – The Standing Committee has many canonical duties to perform, and these do not always align with the Diocesan Strategic Plan explicitly. However, many of the activities above are related to the Spiritual Growth goal, whether it is our work with potential ordinands, the development and use of property for mission, or serving as the Bishop's advisory council. Our work on a social media policy relates to the communication goal, and the conflict of interest policy will strengthen the 'ohana goal.

Attachment 12: Report of the Commission on Ministry (COM)

CONTACT: The Rev. Linda M. Decker, Chair; (808) 243-2284; imd.sheep@gmail.com

COMMISSION MEMBERS: The Rev. Linda Decker - 2020 (retired; Good Shepherd, Wailuku) – Chair; Ms. Debora Tandal - 2018 (St. John the Baptist, Honolulu); The Rev. Kaleo Patterson - 2018 (St. Stephen's, Wahiawa); The Rev. Alison Dingley - 2021 (retired); Ms. Pam Fern - 2019 (St. Clement, Honolulu); Ms. Arleen Young - 2020 (St. Elizabeth's, Honolulu); The Rev. Cn. Randolph Albano - 2019 (St. Paul's, Honolulu); Ms. Carrie-Anne Kokubun - 2021 (Epiphany, Honolulu)

➤ **Ordinations:**

This year, six persons were examined by Examining Chaplains, and ordained as transitional deacons on June 9, 2018. It is anticipated – the Lord willing and the people consenting – that they will be ordained priests beginning in December.

Three of these persons graduated in December 2017 from Waiolaihui‘ia, the Diocesan formation program: Mark Haworth, Ha‘aheo Guanson, and Preston Lentz. Two graduated from seminaries in June 2018: Chris Bridges and Jasmine Bostock. Each of these has also completed an internship and clinical training in pastoral work, and has now begun a two-year curacy under a priest of this Diocese. Fane Lino also graduated from Waiolaihui‘ia and is a Candidate for ordination.

Andrew Arakawa has begun his senior year in seminary and expects to graduate in May 2019. There are others in various stages of formation. Two more aspirants have completed the new “Preparatory Year” for Bible study, spiritual development, and – especially – ongoing discernment, and enter Waiolaihui‘ia this fall.

➤ **Hui Ho‘olauna:**

Together with the Standing Committee, in July COM hosted all those in the ordination process or recently ordained, for a day of fellowship and worship. There are two purposes: to build community among this cohort of priests in the Diocese, and acquaintance with the members of the two bodies who must recommend persons for ordination.

➤ **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 \$14,816 to Dcn. Steve Costa and eleven priests: the Rev. Hau‘oli Tomoso, the Rev. Annalise Pasalo, the Rev. Keleawe Hee, the Rev. Christopher Golding, the Rev. David Gierlach, the Rev. Isaias Ginson, the Rev. Kaleo Patterson, the Rev. Giovan King, the Rev. Cn. Moki Hino, the Rev. Paul Lillie, and the Rev. Dustin Berg. The grants ranged from \$750 to (mostly) the maximum of \$1,500.

Attachment 13: 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

COMMISSION MEMBERS: The Reverend Ryan D. Newman, the Reverend Andrew McMullen, Ms. Kathy Sato, Ms. Sheryl Seaman, Ms. Dixie Kaetsu, Ms. Wilma Namumart, Mr. James Putnam. Staff support: Mr. Peter Pereira, Treasurer; Ms. Rae Costa, Business Manager

REPORT: The Commission (COFA) was 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 scheduled meetings monthly. No meetings were held in February, March, or May.

Investment Portfolio: As of June 30, 2018, the portfolio's value was \$39,327,991. This amount includes about 48.5% of Diocesan funds and 51.5% pooled investments from parishes, missions, and other Diocesan activities. For the calendar year-to-date, trailing one, three, five years and since inception, the portfolio returned 0.44%, 5.34%, 4.39%, 5.82%, and 7.22% – all very solid returns given the portfolio's conservative allocation per Diocesan policy. The portfolio is currently invested with six investment firms in nine different funds. The Commission is assisted by an investment consultant. In future years, the report to the Convention on the investment portfolio will come from the newly created Commission on Investments.

Real Estate/Contracts: The COFA either reviewed and took action on leases over one year 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 construction contracts and approved them or recommended approval to the Diocesan Council if they exceeded delegated authority. Contract review includes compliance with insurance requirements, qualifications/licensing of contractor, and financing. The COFA also approved a contract to repave the parking lot at the Cluett Apartments submitted by the Diocese.

Insurance: The COFA reviewed a proposal from Church Insurance Agency to provide a modest 3% decrease in premiums if the Diocese agreed to use a designated claims management company, Alacrity, to handle all claims, including engaging a contractor from its approved list to do any work and managing the work done. After discussion with personnel from Church Insurance Agency, it was learned that this program was just initiated in the spring of 2018 and only has one diocese on board so far. The COFA determined that it would be better for the Diocese to wait until there is more of a track record for this program before signing on with it.

Photovoltaic: Congregations on O'ahu are mostly complete or nearing completion of their systems. Unfortunately, congregations on the Big Island were not approved under the Net Energy Metering (NEM) program and received Consumer Grid Supply (CGS) approval instead. Because the benefits under the CGS system are much less than under NEM, it proved impossible to obtain financing for their systems. Any congregation on the Big Island wanting to install photovoltaic will need to find its own financing and contractor.

Bylaws changes: A revision to the Diocesan bylaws was passed by the Diocesan Council in July 2018. A new Commission on Investments will take over the review and monitoring of the Diocesan investment portfolio and allow the COFA to focus on financial, administrative, and property-related matters going forward.

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

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

COMMISSION MEMBERS: Ms. Jaime Yamane, Ms. Kathy Sato, the Rev. Andrew McMullen, the Rev. Preston Lenz, Ms. Sheryl Seaman. Staff Liaison: Mr. Peter Pereira, Treasurer

REPORT: The Commission on Investments was created as a separate commission from the Commission on Finance and Administration. The new Commission has had only two meetings to date. This Commission is to focus on the management of the Diocesan Investment Portfolio.

Investment Portfolio: As of August 31, 2018, the portfolio's value was \$40,353,978. For the calendar year-to-date, trailing one, three, five years returns were 3.2%, 6.3%, 6.3% and 6.4%. The stock bond asset allocation was 54%/46%.

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’s, Honolulu; Ms. Priscilla Millen, St. Andrew’s, Honolulu; The Rev. Ernesto Pasalo, Episcopal Churches in West Oahu; The Rev. Cn. Kathleen Cullinane, The Episcopal Diocese of Hawai‘i

Report: The Committee met once on May 22, 2018. The Committee reviewed the Federal and Hawai‘i Consumer Price Index report. The Committee discussed Church Pension Fund changes to housing allowance calculations as well as best practices regarding auto reimbursement.

The Committee prepared and submitted a resolution to the 50th Annual Convention with recommended changes for 2019.

Attachment 16: Report from the Historiographer

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

REVIEW OF ACTIVITIES

Acquisition Highlights:

Invaluable help offered by Office of the Bishop's Office Assistant, Mr. Sonny Liu, enabled the transfer of important historical documents from the Office of the Bishop files to the Diocesan Archives. These documents, mostly handwritten and in Hawaiian, date from the late 19th to early 20th century.

Some documents are associated with the following Hawai'i Island churches: Holy Apostles (Hilo), Christ Church (South Kona), St. Augustine's (Kohala), and St. Paul's (Makapala). Documents include correspondence, property deeds and mortgages, petitions for the consecration of churches and cemeteries, and land surveys.

Other transferred items include the original handwritten Charter of Episcopate Endowment, dated October 30, 1862. It bears the signature of Minister of the Interior Prince Lot Kamehameha. There is also the handwritten Second Charter of the English Church in Hawai'i, dated November 7, 1873. Records relating to the Church's freehold rights to St. Andrew's Priory were also transferred to the Archives.

Preservation:

Sacramental registers deposited by parishes and missions have been rehoused in archival boxes. Inventories are being revised to reflect additions to Diocesan holdings.

Access:

On-site access to the Archives continues, by appointment, on weekends or during holidays. Answers to phone and email inquiries are dependent upon time and difficulty involved in researching some of the subjects requested.

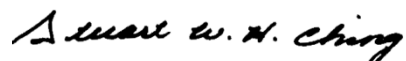
REVIEW OF EXPENDITURES

A quantity of archival boxes and supplies was purchased to rehouse incoming acquisitions and unprocessed materials.

REVIEW OF GOALS ACHIEVED

Transfer of important historical documents from the Office of the Bishop files to the Diocesan Archives, and rehousing of sacramental registers in archival boxes, ensures future preservation of some of the Church's important historical records.

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, ext. 309;
acgraham@episcopalhawaii.org

I would like to take a moment to say how much I appreciate the outpouring of love and support from all of you good and faithful members of the Diocese during my medical recovery. I am blessed to report that I am in good health. Thank you.

This has been a year of deep learning for myself, and I believe the whole office. The Diocesan-level Mutual Ministry Review, the Strategic Initiatives Group, and subsequent Task Groups continue to offer new insights and challenge the way we go about ministry across the Diocese. On a personal level, I relished the challenge of celebrating Eucharist for the first time in ‘Ōlelo Hawai‘i at the Cathedral while the Rev. Cn. Moki Hino served as one of our delegates at General Convention (July 2018), and was humbled to represent the Bishop and Diocese at Soldier’s Chapel on the Schofield base for a remembrance of Queen Lili‘uokalani’s birthday (August 2018).

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

Transitions:

- All Saints, Kapa‘a – resignation of the Rev. Ryan D. Newman; early meetings with Vestry held.
- Calvary, Kaneohe – The Rev. Dustin Berg named Priest-in-Charge.*
- Christ Church, Kealakekua – reviewing finalists for Priest-in-Charge.
- Christ Memorial, Kilauea – The Rev. Gae Chalker named Priest-in-Charge.
- Emmanuel, Kailua – Search Committee currently creating profile for Priest-in-Charge search.
- Holy Nativity, Aina Haina – they are working to bolster their Church-School relationship before proceeding with their rector search.
- St. Timothy’s, Aiea – The Rev. Dan Leatherman named Priest-in-Charge.
- Six Transitional Deacons ordained and placed as Curates:
 - The Rev. Jasmine Bostock – St. Peter’s, Honolulu
 - The Rev. Chris Bridges – Holy Nativity, Aina Haina
 - The Rev. Alison Donohue – Trinity by-the-Sea, Kihei
 - The Rev. Ha‘aheo Guanson – St. Clement’s, Makiki
 - The Rev. Mark Haworth – ECWO (St. John the Baptist and St. Nicholas)
 - The Rev. Preston Lentz – St. Christopher’s, Kailua

Diocesan Formation Events:

- Church Music Conference with Joe Camacho (January 2018).
- Chrism Mass/Education Day, with workshops for not only clergy, but also Wardens and Treasurers as well (February 2018).
- Daily Lenten Video Reflections/meditations by clergy across the Diocese posted.

- Co-hosted Empty Bowls event featuring Sara Miles (author of Take This Bread and Jesus Freak) with 'Iolani School (May 2018).
- Three-day Clergy Retreat (August 2018, Maui).

Conferences attended:

- Canons to the Ordinary national gathering (April 2018, Virginia).
- Conference of Diocesan Executives (CODE – April 2018, Florida).
- Invite-Welcome-Connect 2018 Summit (June 2018, Tennessee).
- Province VIII Transition Ministers gathering (hosted by our Diocese September 2018).

**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. I am privileged to take part in the new liturgy which has been developed to celebrate the new ministry of each Priest-in-Charge. Previously, as the Bishop officiates the Celebration of New Ministry for Rectors and Vicars, there was no liturgical outlet to celebrate Priests-in-Charge.*

Attachment 18: Report from the Dean of Waiolaihui‘ia

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

INSTRUCTOR, YEAR ONE: The Rev. David Jackson

CLERGY MENTORS: The Rt. Rev. Robert Fitzpatrick, The Rev. Cn. Kate Cullinane, The Rev. Cn. Alexander Graham, others as needed

Activities Report:

- Academic focus in Junior Year: Biblical Interpretation
- Introduction to Formation Year launched and completed successfully
- Some Practicum are being adapted for the ministry context of the Diocese of Hawai‘i, and for a vision of the church in the 21st century
- Dean Akiyama is a member of the Iona Collaborative and attends annual meetings in Texas

Expenditures:

- Travel from neighbor islands
- Worship and liturgy materials
- Food (in addition to meals provided by retreat center)
- Books for instruction
- Instructor and mentor fees

2017 Goals Completed:

- December 2017 graduates: Ha‘aheo Guanson, Mark Haworth, Preston Lentz, Fane Lino
- Addition of custom CPE unit for 2017 graduates; all completed this unit as of July 2018
- Addition of *Introduction to Formation*, a ten-month program for individuals beginning discernment and recommended by their priest sponsor. *This is a new requirement for all postulants in the Diocese of Hawai‘i.*

2018 Goals:

- Successful instruction via video conferencing (Biblical Interpretation)
- Adjustment of CPE unit for current student
- Yearly oral exams to replace portions of ordination exams
- Addition of courses and seminars for laity
- Addition of continuing education courses and seminars for alumni

Attachment 19: Report from Executive Assistant/Administrative Manager

CONTACT: Ms. Irina Martikainen (Executive Assistant/Administrative Manager); (808) 536-7776, ext. 302; imartikainen@episcopahawaii.org

Members: N/A

Report: This past spring, I celebrated seven years with the Office of the Bishop. Since my last report:

- Review of Activities:
 - Continuing Education: Completed a Master of Human Resource Management degree December 2017 from the University of Hawai‘i, Mānoa, passed the stringent test to become SHRM-SCP certified, studied Japanese for 4 months, attended a Design Thinking Bootcamp workshop, studied Holacracy (management system), and completed various online-based computer/technology training courses.
 - Spent May 2018-July 2018 on a working sabbatical (worked part-time to full-time, depending on the week). Highlight was one month in Japan, exploring the language, history, culture, and food.
 - Established a Disaster Plan for our office for emergency preparedness and shut down procedures.
 - Working with a translator, created six ordination certificates for six transitional deacons. Dual language: English and Hawaiian. I print and finalize them by hand.
 - Continued office management role; includes managing office IT and equipment, videoconferencing, office supplies, etc.
 - Continued managing the Visiting Clergy program with St. Jude’s and Episcopal Church of West Kaua‘i.
 - Continued managing administrative aspects for those in the ordination process to shepherd them through the myriad requirements; there are currently 13 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 for the office.
 - Continued providing administrative and logistical support for various Diocesan entities including Commission on Ministry, Diocesan Council, Standing Committee, and Waiolaihui‘ia.
 - 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.
 - Transferred Registrar duties for processing and auditing appointment of Delegates and Alternates to the Diocesan Annual Meeting to the Annual Meeting Coordinator.
 - Continued as the Safe Church Administrator; trained five new church-level

Administrators.

- 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.
 - Processed Bishop's official acts (remarriage requests, licensing of clergy, etc); coordinated Bishop's appointments, correspondence, meetings and travel.
 - 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 10,000+ e-mails in 2017.
- 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 education workshops and trainings in the areas of administrative management, human resources, and technology.
- Am continuing to work on certification as an MBTI Master Practitioner.

Attachment 20: Report from Business Manager

CONTACT: Ms. Rae Costa; (808) 536-7776, ext. 326; rcosta@episcopalhawaii.org

Report:

- During Peter's absence, Danny worked on most of the accounting/financial tasks and I worked on most of the business tasks such as contracts, leases, licenses, and insurance.
- Upon Peter's return, we have been bringing him current and back into the flow of operations.
- We are in the process of updating and streamlining the contract/license/lease process. With the retirement of one of our chancellors, Rick James, we started working with two attorneys at Chun Kerr, LLP. They have developed a license template, which, we started using in August. The revamped Commission on Finance and Administration is working on setting new parameters for approval. We will be developing new templates for contracts and leases.
- I attended a Red Cross First Aid/CPR/AED class and am now certified. I will be attending a Red Cross First Aid/CPR/AED Instructors course soon. The goal is to travel the Diocese and offer classes to certify individuals in First Aid/CPR/AED. By becoming an instructor, we will be able to offer these classes at a 50+% discount from regular Red Cross classes.
- Coordination of the 50th Annual Meeting and Education Day at the Courtyard by Marriott King Kamehameha Kona Beach Hotel in Kailua-Kona including:
 - Working with vendors for supplies and meals
 - Logistics of holding the Annual Meeting on a different island than our office
 - I am grateful to the many volunteers who have signed up from Big Island congregations to help at this year's Annual Meeting!
- I am continuing to document office business procedures to help new Treasurers and Church Administrators with routine business practices (ex. insurance, contracts, licenses, leases, safety, etc.).

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

Attachment 21: Report from Business Manager

CONTACT: The Rev. Cn. Kathleen (Kate) Cullinane; (808) 536-7776, ext. 300;
kcullinane@episcopalhawaii.org

Strategic Plan and Design Teams

During 2017, a Strategic Plan was created by the Strategic Initiatives Group and a series of focus groups and other data collected from throughout the Diocese. The Strategic Plan as adopted by the Diocese determined three strategic goals to move forward to the future in our life together.

Three Design Teams were formulated in 2018 to work on each of the Strategic Goals: Spiritual Growth, ‘Ohana, and Communications. The three goals are:

Strategic Goal One: Spiritual Growth – *The Diocese is committed to developing and sustaining spiritual growth, vitality, curiosity, and well-being within our churches.*

Strategic Goal Two: ‘Ohana – *The Diocese seeks to strengthen our identity as an ‘ohana and the relationships within our ‘ohana among clergy, lay leaders and congregations.*

Strategic Goal Three: Communications – *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.*

The Design Teams have met to clarify and define terms, done research on best practices and discerned possible approaches as promising ways to achieve each goal. During the summer of 2018, the Design Teams decided on methodologies and tactics for implementation and did some pilot testing of their concepts in various congregations. You may have been part of these pilot concepts and strategies in your own congregation over the summer without your realizing it.

After conducting pilot programs and evaluating their designs, the Teams will develop implementation strategies. The Design Teams are excited and eager to be able to share their work with the entire Diocese at our Education Day and will also be sharing their work and recommendations with the wider Diocese when our Presiding Bishop, The Most Rev. Michael Curry, visits the Diocese in March of 2019.

This is important and exciting work for the Episcopal Diocese of Hawai‘i as we look to our future ministry for God and God’s people together in service, witness, and worship in Hawai‘i.

Attachment 22: Other Diocesan Reports

Episcopal Church of West O‘ahu (ECWO)

CONTACT: The Rev. Ernesto Pasalo Jr, Vicar; (808) 469-1089; ernesto.pasalo@stnicholaskapolei.org

MEMBERS: St. John the Baptist Episcopal Church, Waianae; St. Nicholas Episcopal Church, Kapolei

REPORT: In the past 12 months, there have been many changes, which included personnel and membership to the Episcopal Church of West O‘ahu. ECWO continues to have their office located at St. Timothy’s Church.

St. John the Baptist: On December 31, 2017 Fr. Kaleo Patterson ended his tenure with St. John the Baptist. Fr. Ernesto Pasalo, Jr was appointed Vicar, on January 1, 2018. St. John the Baptist continues to be a faithful worshipping community who currently uses their parish hall as worship space on Sundays. The hope is to develop a permanent worship space on site. They continue to minister to the community through their thrift shop.

St. Nicholas: The Bishop’s Committee and the congregation continues to explore what the future looks like for them and seeks to understand what it means to be a newly reestablished congregation in Kapolei. As a community, they continue to have unique opportunities to try out different worship styles and experiences as they worship at Kapolei Elementary School. Being a church without a building gives St. Nicholas a chance to focus on experimenting and exploring different ministries, one of which is sharing boxed lunches to the community who lived on Nimitz Beach.

St. Stephen’s: As of January 1, 2018, St. Stephen’s has transitioned out of ECWO. Fr. Kaleo Patterson continues to be their Vicar. Before the end of 2017, St. Stephen’s hosted the regional confirmations.

St. Timothy’s: As of January 1, 2018, St. Timothy’s has transitioned out of ECWO. Fr. Daniel Leatherman has been appointed as Priest-in-Charge. ECWO and St. Timothy’s continues to share a relationship in space sharing and cost sharing.

- Review of Activities: What we’ve accomplished
 - There have been many joint activities between churches in ECWO, from a successful community event of Trunk or Treat to Spaghetti Dinner events.
 - There is a better understanding of shared ministry between churches.
- Review of Expenditures: What we spent it on
 - Staffing of clergy, regional employees, and operations.
- 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
 - Average Sunday Attendance has increased and there is a renewed spirit within the congregations

Committee on Native Hawaiian Ministries (CONHM)

CONTACT: Mr. Edward Bruce Hanohano, Chair, Senior Warden, Epiphany Episcopal Church (808) 486-1773, srwarden@epiphanyhi.org

COMMITTEE MEMBERS:

Ms. Kala Holden, St. Nicholas, Kapolei; Mr. Roth Puahala, St. Andrew; Ms. May Holokai, St. John the Baptist, Waianae; Mr. Keane Akao, West Oahu Region; Ms. Kalani Holokai, St. John's, Kula; Mr. Edward Bruce (Chair), and Ms. Pi'ilani Hanohano, Epiphany, Kaimuki

On November 11, 2017 CONHM invited and hosted Episcopalians from around the state and gathered at Epiphany Church, Kaimuki to take part in "Maka'ala I Ka Lāhui". The purpose of this workshop was to encourage the thirty-two participants to kukākukā or talk story about things that are Hawaiian, including its culture, music, land and its presences as it pertains to the Diocese of Hawai'i.

The day started with an oli by CONHM member Roth Puahala that was written in 1874 as a tribute to Lili'uokalani. This set the tone for the whole day's event and continued with a short presentation by Bishop Bob Fitzpatrick who touched on a few items including reconciliation, work programs, and prison ministries.

There were discussions on the continued efforts by all to celebrate the life and contributions of Queen Lili'uokalani and to move forward with her essence of *mālama*, the strength and *mana* that she held, and by imitating her works by doing what was right and *pono*.

Other presenters included Hinaleimoana Kalu-Wong who spoke on incarceration of our island people, and Mehana Hind from OHA, on the Public Land Trust and Ceded Lands. Also touched upon was the music that Joe Camacho shares and the Diocesan Music Conference that was slated to be held in January of this year. Also mentioned in the discussion was the 2017 'Aha Kāne – Ho'oponopono Training session for those who were interested.

As a group, the conversation was initiated over the intentional use of the Hawaiian language in the liturgy, so that we can share the spirit of the stories that were told and to incorporate the use of more mele, oli, and lessons throughout our services.

At the conclusion of our meeting, we gathered in the Chancel for Eukalikia (Eucharist) and blessings from Bishop Bob as the new Chair of CONHM, as I took over the reigns from our former chairperson Kalani Holokai. Thank you Kalani for your years of work, dedication and service to CONHM.

Funds used this year included inter-island airfare for Kalani while she was our chairperson during the later months of 2017 and for the lunch meal that we provided at the "Maka'ala I Ka Lāhui" workshop.

We will continue to move forward and gather as a committee as we look to the future.

Prison Ministry

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

Sing to the LORD a new song...you who go down to the sea, and all that is in it, you islands, and all who live in them. Isaiah 42:10

In faith with love, a new Prison Chaplain position was created in January 2018 with funds approved by the Diocesan Convention Budget of 2017. This ¼ time position requires about 10 hours a week of direct service to pa‘ahao (inmates) at Waiawa Correctional Facility, Halawa Correctional Facility, and Oahu Community Correctional Center. The new Chaplain will provide for program development and coordination of volunteers, in the Makahiki and Baibala Pule programs, pa‘ahao re-entry into the community with the Bac Pac Project, specialized housing, and other re-entry activities and programs. In addition to the new Prison Chaplain position, a Task Force was created by the Bishop to provide oversight and fund development support, and the Jubilee Committee has served as a support group and partner. Here’s a brief report of the major activities of 2018:

January	Chaplain position created with kokua financials accounting by St. Stephen’s
February	Visit to Christ Memorial and Lanakila Church, Kona, Hawai‘i
March	Coordinated Makahiki Closing Ceremonies at Halawa and Waiawa
April	Began new House of Blessing (Wahiawa) re-entry housing project
June	Completed start-up brochure and website (napaahao.org), and first Diocesan-wide direct mail effort. Start-up brochures were distributed at General Convention.
July	Visit to Haili Church and Holy Apostles, and attended 2-day Grant Writing Workshop in Hilo, Hawai‘i
August	Visit to Saguaro Correctional and Florence Correctional, Casa Grande, Arizona and attended 2-day Grant Management workshop in Tucson, Arizona
September	Organized 1st Annual Lili‘uokalani Birthday Concert at Halawa Correctional
October	Coordinated preparations for Opening Makahiki Ceremonies at Waiawa, Halawa, and support for Saguaro Correctional Opening Ceremonies in Arizona

Episcopal Support and Other Contributions of 2018: St. Stephen’s, the Cathedral of St. Andrew, ‘Iolani Guild, St. Peter’s, St. Elizabeth, St. Mary’s, St. Mark’s, St. Clement’s, St. Luke’s, Epiphany, St. John the Baptist, Good Samaritan, Newman Center, Holy Cross, Holy Apostles, The Lee Joint Trust, Archdeacon Steve Costa, Hau‘oli Tomoso, Richard Shields, Kevin K. W. Sasan, Melvia and James Kawashima, Eugenia Park, Terry Ledford LTD, Edith Hanohano and Ida Lucille K. Hanohano, Lynette Landon, Sharon Shanley, Portia Okamoto, Episcopal Church Women, the Cathedral of St. Andrew June ordination service offerings, and others anonymous or not able to be mentioned here. Mahalo for the support and prayers!

Mission Congregation – Calvary Episcopal Church, Kaneohe, HI

Contact: The Rev. Dustin D. Berg, Priest-in-Charge; (808) 247-2733;
dberg@calvarykaneohe.org

Bishop’s Committee: Ms. Cheryl Parker, Ms. Carolaine Gonzales, Ms. Louise Emery, Ms. Nancy Bullen, Ms. Lynette Santos, Ms. Jane Mann, and Ms. Linka Millikin

Note: Fr. Berg arrived in January of 2018.

Review Of Activities, Participants, and Expenditure of Funds

Note: Most of these activities were funded out of clergy and/or staff salary budgets. Figures are noted where available and/or applicable.

- **Dec. 2017** Christmas chamber music concert held in conjunction with Christmas Eve service, with area Halau and vocalists invited and present. Free to the community. Who (all acronyms are in footnote): LE, CTP, CJG, LS, MKH, SK; **Funds:** 0, all costs funded by LE.
- **February 14 (Ash Wednesday) – Brief service for Kama’aina Preschool children**, in addition to evening service for Calvary congregation.
- **April 1 (Easter Sunday) – 3 baptisms, Easter egg hunt, children’s gift bags.** Approximately \$100 for supplies; donated.
- **April – working lunch with Kama’aina Kids Preschool director and Calvary administrator.**
- **Pastoral fund** usage throughout the year (total – approx. \$1,650): rent, electric bill, Foodland gift card, RAICES for immigrant parents, Covenant Players
- **Throughout 2018 – Bible studies** – held both on Sunday mornings and Wednesday evenings. Who: LS, NB, CTP, LE, CJG, MKH, SK, LB, LT.
- **House blessings for 2 families**
- **Talk story and potluck in parishioners’ homes** – June, July, September. Intent was to encourage parishioners to invite friends. Twice, we discussed “Reclaiming Jesus” and once, Fr. Berg’s learning and insights from the conference “Theological Shifts, Rumbings, and Shake-ups in the 21st Century”. Participating: NB, CTP, LE, CJG, MKH, LB.
- **Burials:** 5
- **Fundraising for Kaua’i flood:** Collection/appeal for 2 weeks, total raised—approx. \$300.
- **Throughout the year: Home pastoral/communion visits** (Fr. Berg, CTP)
- **May 5: “Aloha and Best Wishes from Britain” concert** (Coordinated/funded by LE. Participating: LE, BJK, LS, CTP, CJG, MKH, NS, KS.) Community event, free to the public, featuring British-inspired music, from Purcell to Beatlemania.
- **June: Family/community graduation party blessing** – Ricci Moon, HS graduate; Helsham family from Calvary; ~200 persons in total.
- **Worship committee** – meetings throughout 2018 (CTP, LE, NS, KS, NB)
- **March – September:** Multiple and tedious efforts made, finally resulting in repairs to church-owned vicarage (rain gutters, moldy carpet due to flooding removed, vinyl flooring installed). Total costs: approximately \$12,000. Repairs being made in order to generate income from vicarage rental.
- **Kama’aina Preschool open house (August):** Presence/prayer/greeting, introduction from Fr. Berg. (NS, BJK, Fr. Berg)
- **Implementation of Shop with Scrip gift card fundraising platform** - August

* LS-Lynette Santos, NB-Nancy Bullen, CTP-Cheryl Thomas Parker, LE-Louise Emery; CJG-Carol & Jerry Gonzales; MKH-Mike & Karlene Hee; SK-Sumako Kumabe; LN-Liz Nishimura; LB-Lila Borges; LT-Lilian Torigoe; BJK-Billie Jon Kalakau; NS-Nella Sword; KS – M. Kala’i Stern

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

CONTACT: Mrs. Jule Kamakana (Bishop’s Warden), Grace; (808) 553-5725,
juleann616@gmail.com

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

Bishop’s Committee Members: Ms. Jule Kamakana, Senior Warden; Mr. Robert Mokuau, Junior Warden; Ms. Cheryl Corbel, Secretary; Ms. Debbie Funkhauser; Mr. Glenn Kondo; Ms. Shari Lynn; Ms. Nani Woolsey; (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 days a week with many local families served with low-cost clothing and household items
 - Food Bank with 25+ families regularly supplied with monthly assistance and special foods available for Thanksgiving, Christmas, and Easter for local families
- Review of expenditures.
 - The Diocesan funding allows Grace to be able to support a $\frac{3}{4}$ -time Priest
 - This allows Tithes and Offerings to 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, 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
 - Children and families assisted with affordable clothing, household items, furniture along with nutritional support
 - Several new families have joined our fellowship
- Challenges.
 - Loss of several key leaders/workers to moves to mainland. Change in Bishop’s Committee membership and leadership in the Thrift Shop.

Mission Congregation – St. Columba’s Episcopal Church, Pa‘auilo, HI

CONTACT: The Rev. David Stout, Rector; 808.885.4923; frdavid@stjameshawaii.org.

MEMBERS: St. Columba’s Episcopal Church, Pa‘auilo; St. James’ Episcopal Church, Waimea

REPORT: St. Columba's is a vital congregation that has come alive with the Holy Spirit at the helm. You can feel the energy as soon as you enter into this sacred space. As our new sign so beautifully announces, **Aloha Lives Here!** Each Sunday, we celebrate with each other the Good News in Christ and we eat at the table that was prepared from the foundation of time. We then break bread with each other in fellowship at our Sunday Feast/Pot Luck. All are welcome and all are fed. It makes no difference how you come and what you bring, you are loved and welcomed as a child of God. St. Columba’s thrives as one of four congregations of St. James' Episcopal Parish in Waimea.

We have had a busy year at St. Columba's.

- We welcomed 4 new members with Baptism and 1 Celebration of Life.
- A new *official* Episcopal sign was installed.
- A member of the congregation shared his artistic ability and made a beautiful sign for St. Columba's with our name and mission **Aloha Lives Here** on both sides.
- A new banner was placed on the front lawn with a beautiful new white cross behind.
- A small new banner was purchased for our participation in The Honoka‘a Peace Parade.
- A member of St. James' Beach Mass made us a Tabernacle, Sanctuary Lamp, Desert Box for our Godly Play room, and new Communion Kits for our newly trained Eucharistic Ministers.
- The basketball hoop has a new backboard and net and the basketballs have been either plumped up or replaced.
- Two stumps were excavated and removed.

The church services have been kept lively and are well attended:

- We continue to be blessed by dedicated volunteers who offer their gift of music. The first Sunday is Chris and Sandy Kirchhoffer on guitar and vocals; second and fourth Sunday is Peter Christensen with traditional hymns; third Sunday is Millie Yagin on keyboard with contemporary music.
- In October, The Rt. Rev. Bob Fitzpatrick graced us with his presence to consecrate and commit the altar and the new furnishings for the official use of the church.
- Ruby Adams has been trained in Godly Play and the keiki are excited as the Bible is brought to life.
- We have added both an Advent Series and Lenten Series this year and both were well attended.
- During the summer months, we have been blessed with incredibly gifted clergy that have come to stay in the vicarage and lead Sunday Eucharist, while our Priest Associate, The Rev. Linda Lundgren, spends time with her Minnesota family.

The commitment by the Diocese to this replant with the support of grants these past five years, 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 thank the Bishop,

Standing Committee, and the Diocesan Council for officially making St. Columba's congregation a part of the St. James' Parish. As our financial support from this Diocese comes to end, we, as a congregation, are committed to spreading the Gospel of our Lord Jesus Christ along the Hamakua Coast and beyond. Mahalo nui loa from your brothers and sisters in Christ.

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

CONTACT: Mrs. Cordelia Burt, Bishop’s Warden; (808) 939-7555; cordelia@bak.rr.com

Bishop’s Committee: Ms. Deborah Davis, Mr. Jerry Fine, Mr. Don Hatch, Ms. Phyl Laymon, Ms. Teri Martindale, Mr. Steve Stigall

Report: St. Jude’s Episcopal Church is a beacon of light and hope in the rural District of Ka’u. We embrace our reputation as “The Little Church with a Big Heart,” and we strive to be a place where “Jesus Talk is a Daily Walk.” Our church is a busy place. We host Hawai’i County Senior Nutrition Program, Hannah’s Makana Ohana hula halau, Girl Scouts, Ten 12-step self-help programs, the Ka’u Band, and The Ka’u Food Pantry. Two different Marshallese Churches use the building after our worship time on Sundays.

WiFi is provided along with electrical outlets to charge phones or other devices. A free computer lab is open to the public. A veterinary medical van provides free spay and neuter services in our parking lot once a month. Saturdays find the building and grounds busy with families that come to us to have a hot shower. We provide the shampoo, body wash, conditioner, razors, tooth brushes and toothpaste, and big fluffy towels. Hot soup is provided for anyone that is hungry and once a month we have hot dogs for a change of menu. Sometimes we serve over 100 hotdogs on a Saturday morning. On Saturday, the computer lab is bustling with activity; and once a month we host BINGO games for our shower family members. A small group of dedicated volunteers is responsible for the many tasks this ministry includes.

Throughout the year we host fund-raising dinners for our outreach programs. This provides income, but more importantly fun, social gatherings among our members and the community. We enjoy Mardi Gras, Cinco de Mayo, two Spaghetti feeds, Oktoberfest, and a Plant & Jumble sale with all-you-can-eat pancakes. An elaborate Thanksgiving feast for our shower family is donated by a family in our congregation, and other members pitch in to prepare, decorate, and serve. In 2017, we received a grant to open a free community computer lab. We refurbished a storage building on our site, purchased six laptop computers, a printer, software, accessories, and furniture. We secured a network, installed a security system, cabinetry, and trained a staff of volunteers, then opened our doors to the community. This computer lab provides the only facility in the District of Ka’u where visitors can print documents for free.

Our Shower and Soup ministry thrives in our remodeled kitchen. Our Soup ministry thrives with participants who come for showers, but also for some who just drop by for lunch. No one is turned away that is hungry at St. Jude’s, be it Saturday or Sunday or anytime we have a function that has food involved. Parishioners often go out into our courtyard to invite people in for meals. All are welcome at St. Jude’s table, and are treated with aloha.

Our church’s web presence keeps the community informed. Our website www.stjudeshawaii.org averages about 300 page views per week. Our Facebook page averages about 1,100 viewers per month. Our monthly newsletter “Talk Story,” is distributed

electronically via email, website and Facebook page, to an estimated 300 readers. Talk Story is also shared with local news media, and many stories are reprinted with our permission, in other publications, blogs and websites, making it impossible to actually calculate data of our communication efforts.

Our Visiting Priest program provides extraordinary clergy to our congregation and we aspire to meet the needs of each priest and family during their stay. St. Jude's Episcopal Church is recognized as a human services resource and valued by the community. The various outreach programs serve the needs of the hungry, homeless, technically underserved, lost, lonely, and forgotten. We strive to love God, and love our neighbors as ourselves; and we look for Jesus within our many outreach ministries, hoping to serve him well.

Attachment 23: Reports from Subsidiary Organizations

The Diocese has three subsidiary organizations:

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

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

Darrell Whitaker, Executive Director, (808) 637-6241, executivedirector@campmokuleia.org

Camp Mokulē‘ia has had a busy and productive year. Last year at this time the Camp was in the middle of a staff transition after the departure of the then-Executive Director, David Turner. The Rev. Cn. Brian Grieves and Mr. Keane Akao served as Interim Directors during the transition.

I was hired and began my work as Executive Director on January 15, 2018. I consider it a true blessing to have the opportunity to serve Camp Mokulē‘ia in this capacity and be a part of helping the Camp live into its ministry potential.

2018 has been a great year for Camp Mokulē‘ia. Here are some highlights:

- A new High Ropes course was installed in January. New equipment (harnesses, ropes, etc.) were also purchased.
- Camp Mokulē‘ia received a grant from the Atherton Foundation to expand our Outdoor Education program. The first installment of funding is being used to hire a Curriculum Designer to write our new and expanded curriculum for the program.
- Funding received from the Diocese was used to support our Hui Pu week of summer camp. This summer we had campers participate from four Episcopal churches (St. Elizabeth’s – 15, St. Andrew’s – 1, St. James’ – 6, and St. Augustine’s – 8).

There is much to celebrate, but there is also much to be done. Here are a couple of areas we are currently focusing on:

Program Expansion & Development: After much prayer and discernment, our Program Task Force has developed an ambitious plan that will expand our summer camp program from 1 week of camp to 5 weeks (3 at Camp Mokulē‘ia, 1 on the Big Island, and 1 on Maui) in 2019. We are also expanding our summer camp program activities to include paddle boarding, outrigger canoeing, and snorkeling. In addition, we are working with the Diocesan Youth Ministry Task Force to develop and help lead youth ministry events for the Diocese.

Updating Facilities: Our facilities are suffering and are in great need of attention. A new roof is being installed on our Lodge the last week of October. Our Property Committee is in the process of identifying and prioritizing other property needs (including installing a new fence around our swimming pool, painting exterior of several buildings, installing a new roof on Dining Hall, updating our cabins, developing new meeting space, updating interior of Lodge, and more).

It is an exciting time to be a part of Camp Mokulē‘ia! Hope you will join us!

* * * * *

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

There were many successes during the 2017-2018 academic year, including the stabilization of enrollment and the hiring of Dr. Winston Sakurai as principal of The Prep. With our Episcopal and Hawaiian heritages inextricably linked at the core of our identity, we see our achievements as making a positive contribution to the strategic goal of the growth and vitality of the Episcopal Diocese in Hawai‘i. Below we highlight a small sample of other notable accomplishments.

Ke Ali‘i Collaboration

We successfully forged a partnership with Kamehameha Schools to provide tuition assistance for new and currently enrolled children of Native Hawaiian ancestry at The Prep and The Priory. Kamehameha Schools committed to providing more than \$1.5M to St. Andrew’s Schools over the next three years for this purpose. In addition, the schools are working together to forge additional partnerships through teacher professional development and joint student learning experiences. The intent is to extend this partnership beyond these first three years.

Global Leadership – Stevens World Peace Foundation

Because of the generous funds provided by the Stevens World Peace Foundation, we have pioneered a new and transformative approach to teaching and learning that has resulted in an impactful state-of-the-art Global Leadership Educational Program at The Priory. The inaugural cohort graduated five students in the Class of 2018 with Distinction in Global Leadership, earned through rigorous academic and service criteria designed to equip our students with the knowledge, skills, disposition, and mindset to take action to make this world more humane, peaceful, and just.

More than two dozen students are currently on track to earn this distinction when they graduate. We are making strides to integrate our Global Leadership Outcomes throughout the school (preschool to 12). Our goal is to become a Model Global Leadership School and create the Stevens Global Leadership Institute (SGLI) at St. Andrew’s Schools.

Increased Revenue from Philanthropy

Philanthropic Giving	FY 16	FY 17	FY 18
Gifts, Grants and Annual Fund	\$972,358	\$1,485,098	\$1,766,107
% Increase over Prior Year		52.7%	19.0%
% Increase over non-anniversary year (FY 2016)			81.6%

Moving Campus Master Planning Forward Through Collaboration

We made significant progress on our Campus Master Plan (at the Preschool and our Queen Emma Square campus) and are now collaborating with other constituents on the Square with a unified vision to create an oasis – a sanctuary – of spiritual and educational learning in downtown Honolulu.

* * * * *

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

Board of Directors: Ms. Mary Lou Mellinger, Secretary; the Rev. Linda Decker, Recording Secretary; Ms. Leah Sarme, Treasurer; the Rev. Amy Crowe, Clergy Representative; Mr. Peter Lee, Bishop's Representative; Mr. Chuck Spence; Ms. Helen "Kit" Hart; Ms. Joan Vila; Mr. John Decker.

Report:

A Cup of Cold Water is a shared ministry of the four Episcopal Churches on Maui. Its Board of Directors has members from each of the four churches and one from the Maui homeless shelter (Ka Hale A Ke Ola Resource Center) staff. We also have an ACCW Director on their board.

ACCW has a new website in process, a master calendar for all churches, a phone application that makes it easier for the homeless and donors to contact us, and an e-newsletter. As a result of a recent retreat we are developing a strategic social media plan to reach further into our community to share our story, our in-reach, and our volunteer opportunities.

ACCW has been joined by 4-H clubs, the Lion's Club, school groups, individuals, churches, and Buddhist temples who come together to supply our friends with the basics of life – water (cold, please) food, clothing, hygiene, books, and home-made peanut butter and jelly sandwiches. We visit these groups as invited with tee-shirts on and share our story.

Trinity By-the-Sea, Holy Innocents, and St. John's have included ACCW in their annual fund raisers. Good Shepherd offers special ACCW Sundays where everyone brings a particular in-kind item for a blessing. Good Shepherd is home to the ACCW supply room and van parking.

There are currently 60+ volunteers and, at the end of September, we had our 5th annual volunteer social. These socials rotate among the four Maui Episcopal churches, with 60-65% of our volunteers coming from these churches. Meetings and talk story gatherings have been held over the last year with key volunteer groups including our Run Leaders, Run Riders, Storage Room Volunteers, and administrative staff.

As of June 30, 2018, ACCW had \$58,243.81 in its checking account plus \$36,529.40 in the Diocesan investment portfolio, a restricted fund reserved by the ACCW Board for van replacement.

**A Cup of Cold Water
Recent 2018 Statistics**

Month	June	May	April	March
<i>People Served</i>	626	713	696	784
<i>Mission Runs</i>	11	13	12	12
<i>Miles Driven</i>	350	368	384	359
<i>Chilled Water</i>	632	432	528	576
<i>Hygiene</i>	1551	1645	1372	1427
<i>Basic First Aid</i>	300	300	250	300
<i>Food</i>	3894	5032	4394	5505
<i>Clothing</i>	376	380	466	394
<i>Bibles, Daily Bread</i>	31	10	40	52

Attachment 24: Registered Clergy Delegate List

Canonically Resident Clergy

The Rev. Diana Akiyama
The Rev. Cn. Randolph Albano
The Rev. Phyllis Mahilani Beimes
The Rev. Dustin Berg
The Rev. Jazzy Bostock
The Rev. Christopher Bridges
The Rev. Gae Chalker
The Rev. Cn. Franklin Chun
The Ven. Steven Costa
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. Cn. Alexander Graham
The Rev. Cn. Brian Grieves
The Rev. Ha‘aheo Guanson
The Rev. Kerith Harding
The Rev. Mark Haworth
The Rev. Keleawe Hee
The Rev. Heather Hill
The Rev. Cn. Moki Hino
The Rev. Gregory Johnson
The Rev. Marnie Keator

The Rev. Giovan King
The Rev. Daniel Leatherman
The Rev. Preston Lentz
The Rev. Paul Lillie
The Rev. Paul Nahoia Lucas
The Rev. Linda Lundgren
The Ven. Irene Maliaman
The Rev. Katlin McCallister
The Rev. Andrew McMullen
The Rev. Ryan D. Newman
The Rev. Annalise Pasalo
The Rev. Ernesto Pasalo, Jr.
The Rev. Kaleo Patterson
The Rev. Heather Patton-Graham
The Rev. Richard Shields
The Rev. Sara Shisler Goff
The Rev. David Stout
The Rev. Irene Tanabe
The Rev. Dick Tardiff
The Rev. Hau‘oli Tomoso
The Rev. Raymond Woo
The Rev. Bernard Yung

Licensed Clergy

The Rev. John Lunn
The Rev. Diane Martinson

Attachment 25: Registered Lay Delegate List

All Saints

Hashizume, Jan
Nakamoto, Jean
Secretario, Nelson
Secretario, Victoria
Smith, Mary Margaret

Calvary

Borges, Lila Dean
Bullen, Nancy
Kalakau, Billie Jon

Christ Church

Costa, Dennis
Greenfield, Nancy
Roberts, Sue

Christ Memorial

Akana, David
Butler, Bill
O'Connell Jr., Patrick J.

Emmanuel

Akana, Wayne
Emerson, Mike
Tonokawa, Jane

Epiphany

Hanaoka, Christine
Kusumoto, Ryan
Leatherman, Karen
Sueoka, Mary

Good Samaritan

Hee, Faye
Morinishi, Melissa
Nishihira, Deborah

Good Shepherd

Aloy, Louise
Decker, John
Lee, K. Peter
Paul, Marie
Riebling, Shelley
Tomoso, Susan

Grace

Grinnell, Michael
Lynn, Shari

Holy Apostles

Hayducsko, Judith
Jose, Meilani
Penny, James
Penny, Kathy

Holy Innocents

Hazur, Beth
Hazur, Phil
Silva, Pamela

Holy Nativity

Le Roux, Louisa
Slovak, Mark

St. Andrew (Cathedral)

Brown, Matthew
Conklin, Elizabeth
Kekuna, Robert
Murphy, Anne
Service, Barbara

St. Augustine's

Arellano, Jerome
Bartholomy, Rebecca
Fernandez, Pi'ilani
Hartwings, Eileen

St. Christopher

Barnes, Hal
Bruckner, Hank
Bruckner, Linda
Perry, Nancy

St. Clement

Frank, Trey
Hauger, Scott
Hill, Charles
Lino, Tau'eva
Overstreet, Cathy
Palmore, Susan

St. Elizabeth's

Ing, Doug
Jong, Jerek
Lentz, Mary Ann
Lu, Bonnie
Yamasaki, Ken
Young, Arleen

St. James'

Eigner, Marilyn
Mariscal, Sheri
Robertson, Thomas
Smith, Ruth
Thompson, Michael

St. John the B.

Holokai, May
Mokiao, Loretta
Natividad, Mary-Elizabeth

St. John's (Kula)

Fiddes, Jean
Hirashima, Marilynn
Makua, Janet
Schumacher, Cindy
Schumacher, Paul

St. John's BTS

Fay, Vicki
Lau, Kahala

St. Jude's

Burt, Cordelia
Hatch, Donald
Stigall, Steve

St. Luke's

Kaetsu, Dixie
Kramer, Frances
Lee, Robert

St. Mark's

Leialoha, Sandra
Reavis, Michele
Schamber, John
Shimabukuro, Phyllis

St. Mary's

Hardaway, Don
Johnson, Tatjana

St. Matthew's

Besenbruch, Valerie
Kolhoff, Kathleen
Lewin, Elizabeth

St. Michael

Burriss, Susan
Hiraga-Nuccio, Madeleine
Macklin, Sue
Nuccio-Hiraga, Maureen
Pearson, Brian

St. Nicholas

Gatti, Tom
Holden, Shirley (Kala)
Windisch, Luella

St. Paul's

Damo, Felonila
De Jesus, Fay
De la Cruz, Lanie
Dela Cruz, Constantino
Duldulao, Maribel
Peralta, Lolita
Yoro, Amado

St. Peter's

Baldovi, Michele
Kau, Melvin
Lee, Velma
Merz, Ruth
Yuen, Tim

St. Stephen's

Eschbach, Kurt
McCurdy, Molly
Sheram, Mariterie

St. Timothy's

Andres, Lisa
Andres, Robert
Domingo, Vickie
Luczak, Laurie

Trinity BTS

Baldwin, Paula
Sokei-Vila, Joan
Werner, Lisa
Zipf, Barbara

West Kaua'i

Barker, Ross
Chrisp, Maggie
Daligcon, Kristal

Attachment 26: Necrology List

September 1, 2017 – August 31, 2018

All Saints' Episcopal Church	Dominic Hart Simmons Masayo Yoshihara
Calvary Episcopal Mission	Winona Kalauokealoha Kalakau-Hatayama Betsy Asae Kai Murata Elaine Yaeko Touchi Cho Charlene Nohealani Pinao Lorraine Daisy Leinaala Payanel David S. Matsumoto
Christ Church Episcopal	Maxine Everest Peter Greenwell Patricia Greenwell Charlotte Melrose Beverly Thorne (Sue) Shu Hua Wang Eulma (Peaches) Schenck Tom Harper Candy Barboza Charles (Happy) Chapman Stanley A. Johnston Tsuruko "Tika" Johnston Ella Liao Margaret Hughs
Christ Memorial Episcopal Church	No names to report
Emmanuel Episcopal Church	Jerome "Kimo" Roberts
Epiphany Episcopal Church	Susannah May Moore Katsutani Barbara Naomi Oyama Harriet Sakamoto Nakamitsu Frederick Crisp Peterson
Good Samaritan Episcopal Church	Milton "Nappy" Napu'uoona Albert Mizushima Fred Chinen Helen Ezaki

Good Shepherd, The Parish of	George Sueo Abe Joe Reyes Adzuara Augsutina Oasay Coloma Pedro Macadangdang Alan Yoshiharu Morishige Antonio Idica
Grace Episcopal Church	No names to report
Holy Apostles, Church of the	Roger Baldwin Marguerite Carvalho Wendy Lou Fountain Nora Horita Piilani Mason-Cook Randal Masuda Stuart Oles Edith Worsencroft
Holy Cross, The Church of the	Gail Pule Ruth Sifton
Holy Innocents, The Church of the	Andres Cabingas
Holy Nativity, The Church of the	Carol Stevens Littlejohn Coralie Vellis Thelma Fukata Miriam Wharton Chun Alice Thomas Daniel Morrett Edith Chun Dalton Clarence P. Lee

St. Andrew, The Cathedral of

Ellen S. Arakaki
Gary Masami Arakaki
Bernabe Lawrence Tibayan
Basil Wah Yet Chang
Judge Betty Vitousek
Nathaniel Restcome Potter, Jr.
Chiyoko Iijima Mun
Vernon Fook Chin Lum
Wendell Kilani Ventura
Sean C. Ejercito
Daniel Kaleohano Arneson
Thelma Thom
Elizabeth D. Chalmers
Gay Lehua Nagashima Sato
Edna Matsuda Sakamoto
Cathie E. Jordan-Tharp
Robert Edward Lee Tolbert, III
Melvin Masato Nakamura

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

No names to report

St. Christopher, The Parish Church of

Wayne Ho'olae Sterling
Dean Everett Witt
Ernest James Harris
Barbara Edwards
Douglas Kwok Hong Young

St. Clement, The Parish of

Helen Geracimos Chapin
Henry Chapin
Anthony (Tony) Costa
Emeline Keiti Fusimalohi
Robert Tinn Sung Jim
Theodore Koo Wan Luke
Frederick Heiskell Overstreet
Louise "Jimmie" Ripple
Rudolph Jay Schaefer IV
James Thomas
Sara Anne Van Culin
Paul Robert Weissich

St. Elizabeth's Episcopal Church

Dorothy Chang Meadows
Lowell Chan En Ing
Masako Laura Iwami

St. James' Episcopal Church	Bernice Berdon Eddie Spencer Mary Francis Martin Jan Sing Gladys Chock
St. John the Baptist Episcopal Church	Eva Kum
St. John's, The Parish of (Kula)	Frances Rebecca Kikumoto Moriah McLaurin Guard William Josephus Coelho Valerie Naeko Hata-Kowal Lesley Alexander Gibson
St. John's By-the-Sea	Lillian DeTomaso Jane Horn
St. Jude's Episcopal Mission	Lavern Mayzlik
St. Luke's Episcopal Church	Soonhe Sur Lee Dal Sup Lee Barbara Luke Tom
St. Mark's Episcopal Church	Harold Miyata Benjamin Chung Mildred Weatherwax David Lowry John Yoshigai
St. Mary's Episcopal Church	Edmund Okutani Helen Keiko Harada Ezaki Annie Kau
St. Matthew's Episcopal Church	Elaine Harriet Young
St. Michael and All Angels Church	Richard Burriss John Roberts Richard Kopps Jeffrey Orsatelli Julia Wilkinson
St. Nicholas Episcopal Church	Daniel Carlin

St. Paul's Episcopal Church

Fortunato L. Santos
Romeo B. Dadiz
Saturnino I. Paguirigan
Salvador E. Albayalde
Leonila C. Galanto
Teodoro B. Agduyeng
Azlen T. Acosta
Amonio C. Dacanay
Esperanza Ramil Bonoan
Jenny B. Acosta
Sergio S. Erice, Sr.
Victorino B. Dadiz, Sr.

St. Peter's, The Parish of

Roberta Hee Dang
Robert Lee Effler
Daisy Hung Wo Yim Lau
Steven W.S. Loo
Pauline Chang Au
Hwa Yi
Jennie Y.K. Dang

St. Stephen's Episcopal Church

No names to report

St. Timothy's Episcopal Church

Gina Perkins
Lucille Caldwell Clifford
Bryan Connoyer

Trinity Episcopal Church By-the-Sea

Terri Gray Pike

West Kaua'i, Episcopal Church on

Thomas Warden
Francisca A. Pasion
William Glen Gray

Clergy of the Diocese of Hawai'i

The Rev. Dcn. Dorothy Nakatsuji
The Rev. Teresa Bowden
The Rev. Dcn. Barbara Coan

Attachment 27: Courtesy Resolutions

RESOLVED, that this the 50th 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 50th 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 50th 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 50th 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 50th 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 50th 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 50th 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 50th 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 of the Western USA and Canada, in thanksgiving for the historic connection between this Diocese and the Iglesia Filipina Independiente;

RESOLVED, that this the 50th 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; the Reverend Annalise Pasalo 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 50th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the staff of the Courtyard by Marriott King Kamehameha Kona Beach Hotel for their assistance with the Annual Meeting;

RESOLVED, that this the 50th 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 50th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Chancellor, Mr. Wayne Yoshigai; to the Vice Chancellor of the Diocese, Mr. Kevin Herring; to the Deputy Vice Chancellor, Mr. Douglas Smith; to the recently retired Deputy Vice Chancellor, Mr. Eric James; to the Chancellor Emeritus, Mr. Jack Lockwood; and to the Chancellor Emerita, Ms. Martha Im, for their faithful service to and care of this Diocese;

RESOLVED, that this the 50th 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 50th 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;

RESOLVED, that this the 50th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Peter Pereira, for his years of diligent and faithful service to this Diocese;

RESOLVED, that this the 50th 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. Kathleen Cullinane, the Rev. Cn. Alexander Graham, 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 50th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to Ms. Sybil Nishioka, for her faithful service as the Communications Contractor for the Diocese;

RESOLVED, that this the 50th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to Mr. Kim Payton, and the members of the Design Teams for their work over the past year and their presentation at this year’s Education Day;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 50th 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. 175 ballots received. 2 blank ballots. 173 votes cast. 3 illegal ballots. 87 votes necessary for election. Christopher Bridges: 175 votes. John A.H. Tomoso: 158 votes. Christopher Bridges and John A.H. Tomoso elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term. 170 ballots received. 6 blank ballots. 164 votes cast. 4 illegal ballots. 83 votes necessary for election. Angela Cainguitan: 164 votes. Angela Cainguitan elected.

Ballot C-1: Diocesan Council—Lay Kaua'i County for a Three-Year Term. 165 ballots received. 11 blank ballots. 154 votes cast. 4 illegal ballots. 78 votes necessary for election. Nelson Secretario: 154 votes. Nelson Secretario elected.

Ballot D-1: Standing Committee – Clergy At-Large for a Four-Year term. 174 ballots received. 8 blank ballots. 166 votes cast. 6 illegal ballots. 84 votes necessary for election. Raymond Woo: 166 votes. Raymond Woo elected.

Ballot E-1: Standing Committee—Clergy At-Large for a Three-Year Term. 176 ballots received. 5 blank ballots. 171 votes cast. 4 illegal ballots. 86 votes necessary for election. Phyllis Mahilani Beimes: 171 votes. Phyllis Mahilani Beimes elected.

Ballot E-1a: Standing Committee—Clergy At-Large for a One-Year Term. 169 ballots received. 8 blank ballots. 161 votes cast. 3 illegal ballots. 81 votes necessary for election. Daniel Leatherman: 161 votes. Daniel Leatherman elected.

Ballot F-1: Standing Committee—Lay At-Large for a Four-Year Term. 175 ballots received. 4 blank ballots. 171 votes cast. 5 illegal ballots. 86 votes necessary for election. John Decker: 54 votes. Sylvia DeGooyer: 87 votes. Vernon Sheldon-Witter: 30 votes. No election due to 2 more votes being submitted than there were delegates registered.

Ballot G-1: Cathedral Chapter—Clergy for a Two-Year Term. No votes were cast as there were no nominees.

Ballot H-1: Cathedral Chapter—Lay for a Two-Year Term. 157 ballots received. 19 blank ballots. 138 votes cast. 4 illegal ballots. 70 votes necessary for election. John Decker: 138 votes. John Decker elected.

Ballot I-1: Secretary for a One-Year Term. 175 ballots received. 10 blank ballots. 165 votes cast. 5 illegal ballots. 83 votes necessary for election. Moki Hino: 165 votes. Moki Hino elected.

Ballot J-1. Confirmation by the Convention

172 ballots received. 7 blank ballots. 165 votes cast. 8 illegal ballots. 83 votes necessary for election.

- Wayne Yoshigai, Chancellor: 155 votes.
- Kevin Herring, Vice Chancellor: 150 votes.
- Stuart Ching, Historiographer: 158 votes.
- Rae Costa, Registrar: 160 votes.
- M. Keleawe Hee, Commission on Ministry – Clergy (4 years): 155 votes.
- Scott Suzuki-Jones, Commission on Ministry – Lay (4 years): 152 votes.
- Katlin McCallister, Disciplinary Board – Clergy (3 years): 157 votes.
- Irene Tanabe, Disciplinary Board – Clergy (3 years): 144 votes.
- Catherine Lowenberg, Disciplinary Board – Lay (3 years): 151 votes.
- Kerith Harding, Diocesan Compensation Review Commission – Clergy (3 years): 154 votes.
- William Caldwell, Diocesan Compensation Review Commission – Lay (3 years): 152 votes.

All Appointments confirmed.

Second Ballot

Bishop Fitzpatrick called for the Elections Chair, Pam Fern, to proceed with balloting for Ballot F-2: Standing Committee—Lay At-Large for a Four-Year Term. There were three nomination received: John Decker, Sylvia DeGooyer and Vernon Sheldon-Witter.

Ballot F-2: Standing Committee—Lay At Large-Large for a Four-Year Term. 154 ballots received. 3 blank ballots. 151 votes cast. 13 illegal ballots. 76 votes necessary for election. John Decker: 42 votes. Sylvia DeGooyer: 87 votes. Vernon Sheldon-Witter: 22 votes. Sylvia DeGooyer elected.

Resolutions

Consideration of Resolution #1: *2019 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i* **Adopted as amended.**

Consideration of Resolution #2: *Failure on DACA Will Stain the U.S.* **Adopted as amended.**

Consideration of Resolution #3 and #3b: *Taking a Stand Against Abuse in All its Forms.* **Referred back to the Standing Committee.**

Consideration of Resolution #4: *Creation Care* **Adopted.**

