



# **Journal of the 51st Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i**

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Tenney Theater, The Cathedral of St. Andrew  
Honolulu, Hawai'i

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October 25-26, 2019

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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.
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 Mokulē'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
Diocesan Support Center	229 Queen Emma Square, Honolulu HI 96813
Telephone	(808) 536-7776
Fax	(808) 538-7194
Diocesan Website	<a href="http://www.episcopalhawaii.org">www.episcopalhawaii.org</a>

## Standing Committee

Name	Year	Name	Year
The Rev. Mahi Beimes	2021	Ms. Phyllis Chang	2019
The Rev. Daniel Leatherman	2019	Mr. Sylvia DeGooyer	2022
The Rev. Paul Lillie	2020	Ms. Ruth Smith, <b>Secretary</b>	2020
The Rev. Raymond Woo	2022	Mr. Chuck Spence, <b>President</b>	2021

## Diocesan Council

The Rt. Rev. Robert L. Fitzpatrick, President

Mr. Peter C. Pereira, Treasurer

Name	Year	Name	Year
Ms. Louise Aloy, <b>Asst. Secretary</b>	2019	Ms. Dixie Kaetsu	2020
The Rev. Christopher Bridges	2021	Mr. K. Peter Lee	2019
Ms. Angela Cainguitan	2021	The Rev. Andrew McMullen, <b>Vice President</b>	2019
The Rev. Bruce DeGooyer	2019	Ms. Wilma Namumnart, <b>Asst. Treasurer</b>	2020
Mr. Daniel Garrett	2020	Mr. Nelson Secretario	2021
The Rev. Cn. Moki Hino, <b>Secretary</b>	2020	The Rev. John A. Hau'oli Tomoso, <b>Asst. Secretary</b>	2021

## Commission on Ministry

Name	Year	Name	Year
The Rev. Cn. Randy Albano	2019	The Rev. M. Keleawe Hee	2022
The Rev. Linda Decker	2020	Ms. Carrie-Anne Kokubun	2021
The Rev. Alison Dingley, <b>Chair</b>	2021	Mr. Scott Suzuki-Jones	2022
Ms. Pam Fern	2019	Ms. Arleen Young	2020

## Commission on Finance and Administration

Name	Name
Mr. Joe Kindrich	Mr. James Putnam, <b>Chair</b>
The Rev. Giovan King	Mr. Nelson Secretario
Ms. Wilman Namumnart	Mr. Nathan Smith

## Commission on Investments

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

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

**Convened in  
Tenney Theatre  
The Cathedral of St. Andrew  
229 Queen Emma Square  
Honolulu, Hawai'i 96813  
Saturday, October 26, 2019**

### **Convening of the 51<sup>st</sup> Annual Meeting of the Convention**

Bishop Fitzpatrick convened the 51<sup>st</sup> Annual Meeting of the Convention at 8:35 AM.

### **Opening Prayer**

The Rev. Jay Sidebotham, Chaplain offered the opening prayer.

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

The following introductions were made by the Secretary:

#### Guests

- The Rev. Jay Sidebotham (Chaplain and Education Day Presenter)
- The Rev. Timothy Morehouse (New Chaplain at 'Iolani School)

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

- The Rev. Cn. Dwight Brown
- The Rev. David Glaser
- The Rev. Dcn. Robert E. Steel (in absentia)

#### Licensed Clergy New to the Diocese:

- The Rev. Rolando Piso
- The Rev. Fakatoumafi (Mafi) Vakameilalo

#### Ordained to the Transitional Diaconate Since the Last Annual Meeting:

- The Rev. Andrew Arakawa
- The Rev. Stephen McPeek (in absentia)

#### Ordained to the Presbyterate 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 (in absentia)

- The Rev. Peter R. Besenbruch (in absentia)
- The Rev. Gregory M. Johnson
- The Rev. Dcn. Honey C. S. Becker (in absentia)
- The Rev. Cn. Kate Cullinane (in absentia)
- The Rev. David C. Moore (in absentia)
- The Rev. Mary Tudela (in absentia)
- The Rev. Rick Tiff (in absentia)

Staff Members New to the Diocesan Support Center

- Ms. Denise Esposito

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. Cn. Moki Hino, Secretary

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

Jill Haworth, 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: **76**. 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 **44** 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 2018 assessments in full. The total number of possible lay Delegates permitted under Article III, Section 2 was: **134**. 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 **123** Delegates present and registered for this meeting. A lay quorum was declared present.

**Action Item:** On behalf of the Diocesan Council Ms. Haworth 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. Haworth to report on the revised clergy and lay quorum and Ms. Haworth 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: **138**. 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 **126** Delegates present and registered for this meeting. A lay quorum was present.

Bishop Fitzpatrick then called on Ms. Haworth regarding the granting of seat and voice. **Action Item:** Ms. Haworth moved that the people listed below be granted seat and voice. **The motion passed.**

Lay Members of Diocesan Council Who Are Not Delegates

- Mr. Daniel Garrett
- Ms. Dixie Kaetsu

Lay Members of the Standing Committee Who Are Not Delegates

- Ms. Ruth Smith

Chairs of Commission, Committees and Task Groups Who Are Not Members of This Convention:

- Mr. Bruce Hanohano

Others

- Mr. Darrell Whitaker, Camp Mokulē'ia
- The Rev. Jay Sidebotham, Convention Chaplain
- The Rev. Timothy Morehouse, Chaplain, 'Iolani School
- The Rev. Mafi Vakameilalo, Priest Associate, St. Elizabeth's
- The Rev. Philip Paradine, Licensed Priest

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

The Rev. Annalise Pasalo, Chair of Dispatch of Business announced Appointments to Committees of the Convention (by Title). The full list on page 3 in the 2019 e-Workbook.

### **Adoption of Agenda**

**Action Item:** The Rev. Annalise Pasalo called attention to the agenda in the e-Workbook and moved adoption of the Agenda noting the special orders of business listed below. **The motion passed.**

- A Cup of Cold Water (video)
- A Visit by the Presiding Bishop (video)
- Creation Care Task Force (videos)



## **Report on Resolutions**

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

- Resolution 1: *2020 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i*
- Resolution 2: *Combating the Development of Racism in Children*

Two other resolutions were received after the 45-day filing as required by the Convention's Rules of Order:

- Resolution 3: *Amendment of the Constitution*
- Resolution 4: *Amendment of the Canons*

**Action Item:** A motion was made to accept Resolution #3 and Resolution #4 at this Convention for action. **The motion passed.**

There were no resolutions from the floor.

## **Report on Nominations**

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

Ballot GC-C1: General Convention—Clergy Deputies. 4 seats open. 4 Alternates. There were 13 nominations received: Diana Akiyama, Randy Albano, Jazzy Bostock, Steven Costa, Kate Cullinane, David Gierlach, Kerith Harding, Keleawe Hee, Daniel Leatherman, Paul Lillie, Annalise Pasalo, Irene Tanabe, and John Hau'oli Tomoso. There were no additional nominations from the floor and nominations were closed.

Ballot GC-L1: General Convention—Lay Deputies. 4 seats open. 4 Alternates. There were 8 nominations received: Kim Arakawa, Mary Carpenter, John Decker, Faye Hee, Ryan Kusumoto, Willis Moore, Dominique Cami Pascua, and Stanley Yon. There were no additional nominations from the floor and nominations were closed.

## **The First Diocesan Ballot: General Convention Deputies**

Bishop Fitzpatrick asked the Convention to proceed with the balloting.

## **The Bishop's Address**

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

## **Bishop's Crosses**

Bishop Fitzpatrick presented the Bishop's Cross to the following persons:

Mr. Harold "Hank" Parker (Episcopal Church in Micronesia)  
The Rev. David Kennedy

## **Report on Nominations (Continued)**

Annalise Pasalo made a report on the following ballots.

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term. Two seats open. There were 3 nominations received: Kerith Harding, Mark Haworth, and Preston Lentz. 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. One seat open. There were 2 nominations received: Anton Anderssen and Trip Lynch. There were no additional nominations from the floor and nominations were closed.

Ballot C-1: Diocesan Council—Lay Maui County for a Three-Year Term. 1 seat open. There was 1 nomination received: Kekuhaupio Akana. 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. 1 seat open. There were 2 nominations received: Kate Cullinane (withdrew) and Daniel Leatherman. There were no additional nominations from the floor and nominations were closed.

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 1 seat open. There were 2 nominations received: Frances Kramer and Stanley Yon. Peter Lee nominated John Decker from the floor. The nominations were closed.

Ballot F-1: Cathedral Chapter—Clergy At-Large for a Two-Year Term. 1 seat open. There was 1 nomination received: Heather Patton-Graham. There were no nominations from the floor and the nominations were then closed.

Ballot G-1: Cathedral Chapter—Lay At-Large for a Two-Year Term. There were no nominations received. Paul Lillie nominated John Schamber from the floor. The nominations were then closed.

Ballot H-1: Secretary to Convention for a One-Year Term. There was one nomination received: Annalise Pasalo. There were no additional nominations from the floor and nominations were closed.

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

## **The First Diocesan Ballot: Other Diocesan Offices**

Bishop Fitzpatrick asked the Convention to proceed with the balloting.

### **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.**

### **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: *2020 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i***

Bishop Fitzpatrick called upon JaR Pasalo of the Compensation Review Committee to address the Convention. After Rev. Pasalo's report, the Bishop asked for additional comments, reminding the Convention to address the Chair. **Action Item:** JaR Pasalo moved adoption of Resolution #1 on behalf of the Compensation Review Committee. **Resolution #1 was adopted.**

## **Report on the First Ballot (General Convention Deputies)**

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

Ballot GC-C1: General Convention—Clergy Deputies. 174 ballots received. 1 blank ballot. 173 votes cast. 0 illegal ballots. 87 votes necessary for election.

- Diana Akiyama 75 votes.
- Randy Albano 35 votes.
- Jazzy Bostock 74 votes.
- Steven Costa 63 votes.
- Kate Cullinane 34 votes.
- David Gierlach 55 votes.
- Kerith Harding 42 votes.
- Keleawe Hee 56 votes.
- Daniel Leatherman 34 votes.
- Paul Lillie 41 votes.
- Annalise Pasalo 80 votes.
- Irene Tanabe 25 votes.
- John Hau‘oli Tomoso 56 votes.

No election.

Ballot GC-L1: General Convention—Lay Deputies. 174 ballots received. 4 blank ballots. 170 votes cast. 1 illegal ballots. 86 votes necessary for election.

- Kim Arakawa 120 votes.
- Mary Carpenter 70 votes.
- John Decker 82 votes.
- Faye Hee 82 votes.
- Ryan Kusumoto 105 votes.
- Willis Moore 41 votes.
- Dominique Cami Pascua 75 votes.
- Stanley Yon 70 votes.

Kim Arakawa and Ryan Kusumoto elected.

## **Presentation of the 2019-2021 Budget**

Dixie Kaetsu presented the 2020-2022 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.

**Action Item:** A motion was made and seconded to amend the 2020 Budget to increase the Safe Church Training line item to \$10,000. The additional \$9000 is to be taken from the Bishop's Emergency Fund. Discussion ensued. **Action Item:** An amendment to the amendment was made and seconded amended to take the \$9000 from the Diocesan Council Grants. Discussion ensued. **The amendment to the amendment passed.** Discussion returned to the original amendment. **Bruce DeGooyer called the question. The amendment passed.** Discussion returned to the original motion. **The amended Budget was adopted.**

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

Rev. Hino made the following announcements:

- Lost and found items may be collected at the High Table.
- The Voting Secretary asks that we please write names of write-in candidates on the proper ballots. A number of ballots have become illegal because the wrong names were placed on the wrong ballots.
- The Secretary read a letter from The Rt. Rev. Donald Hart (III Bishop Hawai'i) that Bishop Hart addressed to Bishop Fitzpatrick and the Convention. *The letter is attached to the original minutes of the 2019 Annual Meeting of the Diocesan Convention.*

### **Resolutions Referred to the Diocese From the 79<sup>th</sup> General Convention**

Rev. Hino read the summary of the resolutions referred. *The summary is attached to the original minutes of the 2019 Annual Meeting of the Diocesan Convention.*

### **Recess**

The Convention went into recess for lunch at 11:40AM. The Rev. Jay Sidebotham, Chaplain blessed the food.

### **The Convention Reconvenes**

The Convention reconvened at 12:30PM.

### **Report on the First Ballot (Continued)**

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

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term. 174 ballots received. 4 blank ballots. 170 votes cast. 0 illegal ballots. 86 votes necessary for election.

- Kerith Harding 113 votes.
- Mark Haworth 115 votes.
- Preston Lentz 100 votes.

Kerith Harding and Mark Haworth elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term. 174 ballots received. 6 blank ballots. 168 votes cast. 1 illegal ballot. 85 votes necessary for election.

- Anton Anderssen 76 votes.
- Trip Lynch 91 votes.

Trip Lynch elected.

Ballot C-1: Diocesan Council—Lay Maui County for a Three-Year Term. 174 ballots received. 4 blank ballots. 170 votes cast. 1 illegal ballots. 86 votes necessary for election.

- Kekuhaupio Akana 169 votes.

Kekuhaupio Akana elected.

Ballot D-1: Standing Committee – Clergy At-Large for a Four-Year term. 174 ballots received. 2 blank ballots. 172 votes cast. 18 illegal ballots. 87 votes necessary for election.

- Daniel Leatherman 154 votes.

Daniel Leatherman elected.

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 174 ballots received. 3 blank ballots. 171 votes cast. 44 illegal ballots. 86 votes necessary for election.

- Frances Kramer 35 votes.
- Stanley Yon 42 votes.
- John Decker 50 votes.

No election.

Ballot F-1: Cathedral Chapter—Clergy At-Large for a Two-Year Term. 174 ballots received. 3 blank ballots. 171 votes cast. 1 illegal ballot. 86 votes necessary for election.

- Heather Patton-Graham 170 votes.

Heather Patton-Graham elected.

Ballot G-1: Cathedral Chapter—Lay At-Large for a Two-Year Term.

174 ballots received. 12 blank ballots. 164 votes cast. 3 illegal ballots. 83 votes necessary for election.

- John Schamber 159 votes.

John Schamber elected.

Ballot H-1: Secretary for a One-Year Term. 174 ballots received. 5 blank ballots. 169 votes cast. 1 illegal ballot. 85 votes necessary for election.

- Annalise Pasalo 168 votes.

Annalise Pasalo elected.

### Ballot I-1. Confirmation by the Convention

174 ballots received. 1 blank ballot. 173 votes cast. 1 illegal ballot. 87 votes necessary for appointment.

- Wayne Yoshigai, Chancellor: 165 votes.
- Kevin Herring, Vice Chancellor: 167 votes.
- Stuart Ching, Historiographer: 168 votes.
- Rae Costa, Registrar: 170 votes.
- Bruce DeGooyer, Commission on Ministry – Clergy (4 years): 155 votes.
- Heather Hill, Disciplinary Board – Clergy (3 years): 164 votes.
- Kerith Harding, Disciplinary Board – Clergy (2 years): 168 votes.
- Scott Suzuki-Jones, Disciplinary Board – Lay (3 years): 166 votes.

All Appointments confirmed.

### Second Ballot

Caren Chun-Esaki explained the voting process to the Convention. Bishop Fitzpatrick then called for balloting for:

- Ballot GC-C1: General Convention—Clergy Deputies.
- Ballot GC-L1: General Convention—Lay Deputies.
- Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term.

### Special Order of Business: Creation Care Task Force

Bishop Fitzpatrick called on George Clifford to address the Convention.

#### **Consideration of Resolution #2: *Combating the Development of Racism in Children***

Annalise Pasalo reminded the Convention of the rules for debate.

Bishop Fitzpatrick called upon Chuck Spence of the Standing Committee to address the Convention. Mr. Spence asked for permission for David Kennedy to address the Convention.

**Action Item:** Mr. Spence moved the substitute resolution prepared by the Standing Committee (see below). Discussion ensued. **The motion passed.**

*BE IT RESOLVED, that this 51st annual meeting of the Convention of the Diocese of Hawai‘i ask the Bishop to form task group to seek resources and to engage partner organizations to combat racism in our Islands with particular attention to children and their formation,*

*BE IT RESOLVED, that such a task group report to the 52nd annual meeting of the Convention of the Diocese of Hawai‘i on its findings and recommendations for action, and*

*BE IT FURTHER RESOLVED, that this 51st annual meeting of the Convention of the Diocese of Hawai‘i ask the Bishop and the Diocesan Council to review the 2020 Diocesan budget to provide funding for this task group to begin its work.*

## **Special Order of Business: A Cup of Cold Water**

A video presentation was made.

### **Consideration of Resolution #3: *Changes to the Constitution***

Bishop Fitzpatrick called upon Chuck Spence and members of the Standing Committee to address the Convention. After the Standing Committee's report, Bishop Fitzpatrick called on Wayne Yoshigai, Chancellor to report on behalf of the Constitution and Canons Committee. Bishop Fitzpatrick informed the Convention that if adopted, the final reading and action on these changes will take place at next year's Convention. **Action Item:** Bishop Fitzpatrick called for a vote by Orders (as required) on Resolution #3. **The resolution was adopted.**

### **Report on the Second Ballot**

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 165 ballots received. 4 blank ballots. 161 votes cast. 4 illegal ballots. 81 votes necessary for election.

- Frances Kramer 49 votes.
- Stanley Yon 46 votes.
- John Decker 62 votes.

No election.

Ballot GC-C1: General Convention—Clergy Deputies. 165 ballots received. 1 blank ballot. 164 votes cast. 1 illegal ballot. 83 votes necessary for election.

- Diana Akiyama 81 votes.
- Randy Albano 31 votes.
- Jazzy Bostock 87 votes.
- Steven Costa 70 votes.
- Kate Cullinane 19 votes.
- David Gierlach 48 votes.
- Kerith Harding 40 votes.
- Keleawe Hee 42 votes.
- Daniel Leatherman 37 votes.
- Paul Lillie 38 votes.
- Annalise Pasalo 88 votes.
- Irene Tanabe 19 votes.
- John Hau'oli Tomoso 50 votes.

Jazzy Bostock and Annalise Pasalo elected.



Ballot GC-L1: General Convention—Lay Deputies. 165 ballots received. 0 blank ballots. 165 votes cast. 1 illegal ballots. 83 votes necessary for election.

- Mary Carpenter 59 votes.
- John Decker 81 votes.
- Faye Hee 68 votes.
- Willis Moore 75 votes.
- Dominique Cami Pascua 44 votes.
- Stanley Yon 49 votes.

No election.

### **Third Ballot**

Bishop Fitzpatrick then called for balloting for:

- Ballot GC-C1: General Convention—Clergy Deputies.
- Ballot GC-L1: General Convention—Lay Deputies.
- Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term.

### **Consideration of Resolution #4: *Changes to the Canons***

Bishop Fitzpatrick called upon Chuck Spence who then called upon Ruth Smith of the Standing Committee to address the Convention. Bishop Fitzpatrick informed the Convention that because these changes were received less than 30 days before this meeting, a two-thirds votes of approval was required in each order. **Action on Resolution #4 was tabled until 2020.**

### **Special Order of Business: Presiding Bishop's Visit**

A video presentation was made.

### **Final Report on the Third Ballot**

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 158 ballots received. 1 blank ballot. 157 votes cast. 2 illegal ballots. Plurality necessary for election.

- Frances Kramer 45 votes.
- Stanley Yon 33 votes.
- John Decker 77 votes.

John Decker elected.

Ballot GC-C1: General Convention—Clergy Deputies. 162 ballots received. 2 blank ballots. 160 votes cast. 0 illegal ballots. Plurality necessary for election.

- Diana Akiyama 73 votes.
- Randy Albano 11 votes.
- Steven Costa 58 votes.
- Kate Cullinane 8 votes.
- David Gierlach 30 votes.
- Kerith Harding 18 votes.
- Keleawe Hee 28 votes.
- Daniel Leatherman 16 votes.
- Paul Lillie 35 votes.
- Irene Tanabe 5 votes.
- John Hau‘oli Tomoso 33 votes.

Diana Akiyama and Steven Costa elected.

Ballot GC-L1: General Convention—Lay Deputies. 162 ballots received. 1 blank ballot. 161 votes cast. 0 illegal ballots. Plurality necessary for election.

- Mary Carpenter 56 votes.
- John Decker 86 votes.
- Faye Hee 60 votes.
- Willis Moore 38 votes.
- Dominique Cami Pascua 28 votes.
- Stanley Yon 48 votes.

John Decker and Faye Hee elected.

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

Rev. Hino made the following announcements:

On November 1, 2019 there will be a forum called Palestine through the Generations: Stories of the Nakba as Resistance from 7:00 to 8:30 at Weaver Hall, Church of the Crossroads, 1212 University Avenue.

### **Courtesy Resolutions**

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

## **Diocesan Convention Donations**

Diocesan Convention donations will go to support the "One Thousand Days Of Love" campaign of Episcopal Relief and Development. "One Thousand Days Of Love" is a \$3 million grassroots Church-wide fundraising campaign dedicated to expanding the organization's global programs, improving the lives of children up to age six. Episcopal Relief & Development invites individuals, congregations, and dioceses to join "One Thousand Days Of Love" by engaging in acts of love of their own.

## **Date & Location of the 2020, 2021 & 2022 Annual Meetings**

Rev. Hino announced the following dates and locations:

- October 23-24, 2020: Island of O'ahu at 'Iolani School
- October 29-30, 2021: Island of O'ahu
- October 28-29, 2022: Island of O'ahu

## **Appointment of the Assistant Secretary**

Bishop Fitzpatrick called on the Secretary-elect to appoint an Assistant Secretary for 2020.

**Action Item:** Annalise Pasalo, Secretary-elect, moved the appointment of Jana Dove as Assistant Secretary for 2020. **The motion passed.**

## **Final Comments from the Chaplain**

Bishop Fitzpatrick called on Jay Sidebotham, Chaplain to offer concluding comments and closing prayer.

## **Adjournment**

The 51st Annual Meeting of the Convention of the Diocese of Hawai'i adjourned with the singing of "Hawai'i Aloha" at 2:55PM.

Respectfully submitted,  
The Rev. Moki Hino, Secretary

The Rt. Rev. Donald P. Hart  
95 Wyman Road, Apt. 1107  
Keene, NH 03431

October 16, 2019

The Rt. Rev. Robert L. Fitzpatrick  
Episcopal Diocese of Hawai'i  
229 Queen Emma Square  
Honolulu, Hi. 96813-2304

Dear Bob ...and all at the Annual Convention of the Diocese:

I greet you all as you gather in Convention and assure you of my prayers and best wishes in your deliberations to strengthen the Gospel message in the Diocese. For me, the Convention was always a lot of work in preparation. It was also always a wonderful time of community and worship and sharing in who we are as God's beloved people. Some work is worth the effort, and I know you are in one of those times - known, I think, as being in the "fullness of time", when the right people come together for the right reasons in service of the right cause under the right authority of our Lord and Savior.

Elizabeth and I are now in new retirement community in Keene, New Hampshire, where I was rector of St. James Church when Hawai'i's Search Committee found me some 34 years ago. Our lives are filled with so many memories of the blessings we received from being a part of your spiritual family. That lives on, undiminished, as a great joy in our lives.

God bless you all ... and especially you, Bob, for your long and remarkable leadership of the Diocese.

Faithfully yours in Christ,



Donald Hart: 3rd Bishop of the Diocese, 9th Bishop in the Hawai'ian Islands

*The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 80<sup>th</sup> General Convention in 2021, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.*

A063: Amend Article X of the Constitution of the Episcopal Church (First Reading)

*Resolved*, That the 79th General Convention of The Episcopal Church amend Article X of the Constitution of the Episcopal Church as follows

ARTICLE X

The Book of Common Prayer, as now established or hereafter amended by the authority of this Church, shall be in use in all the Dioceses of this Church. No alteration thereof or addition thereto shall be made unless the same shall be first proposed in one regular meeting of the General Convention and by a resolve thereof be sent within six months to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting, and be adopted by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by a vote by orders in the House of Deputies in accordance with Article I, Sec. 5, except that concurrence by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies. But notwithstanding anything herein above contained, the General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

- (a) Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.
- (b) Authorize for trial use throughout this Church, as an alternative at any time or times to the established Book of Common Prayer or to any section or Office thereof, a proposed revision of the whole Book or of any portion thereof, duly undertaken by the General Convention.
- (c) *Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.*

And Provided that nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.

A089: Amend Articles VI and VIII Regarding Full Communion

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*Resolved*, That the 79th General Convention amend Articles VI and VIII to read as follows:

ARTICLE VI

Sec. 1. The House of Bishops may establish a Mission in any area not included within the boundaries of any Diocese of this Church or of any Church in *full* communion with this Church, and elect or appoint a Bishop therefor.

ARTICLE VIII

No person shall be ordered Priest or Deacon to minister in this Church until the person shall have been examined by the Bishop and two (2) Priests and shall have exhibited such testimonials and other requisites as the Canons in that case provided may direct. No person shall be ordained and consecrated Bishop, or ordered Priest or Deacon to minister in this Church, unless at the time, in the presence of the ordaining Bishop or Bishops, the person shall subscribe and make the following declaration:

I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do solemnly engage to conform to the Doctrine, Discipline, and Worship of the Episcopal Church.

Provided, however, that any person consecrated a Bishop to minister in any Diocese of an autonomous Church or Province of a Church in *full* communion with this Church may, instead of the foregoing declaration, make the promises of Conformity required by the Church in which the Bishop is to minister.

If any Bishop ordains a Priest or Deacon to minister elsewhere than in this Church, or confers ordination as Priest or Deacon upon a Christian minister who has not received Episcopal Ordination, the Bishop shall do so only in accordance with such provisions as shall be set forth in the Canons of this Church.

No person ordained by a foreign Bishop, or by a Bishop not in *full* communion with this Church, shall be permitted to officiate as a Minister of this Church until the person shall have complied with the Canon or Canons in that case provided and also shall have subscribed the aforesaid declaration.

A Bishop may permit an ordained minister in good standing in a church with which this Church is in *full* communion as specified by the Canons who has made the foregoing

declaration, or a minister ordained in the Evangelical Lutheran Church in America or its predecessor bodies who has made the promise of conformity required by that Church in place of the foregoing declaration to officiate on a temporary basis as an ordained minister of this church. No minister of such a Church ordained by other than a Bishop, apart from any such ministers designated as part of the Covenant or Instrument by which full communion was established, shall be eligible to officiate under this Article.

#### A122: Amend Article IX to Change Removal to Admonition

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*Resolved*, That the Article IX of the Constitution be amended as follows:

#### ARTICLE IX

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons canonically resident in a Diocese shall be tried by a Court instituted by the Convention thereof; Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; provided that the General Convention in each case may prescribe by Canon for a change of venue.

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of *admonition*, or suspension, ~~or removal~~ or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

A150: Amend Article 1.2 of the Constitution

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*Resolved*, That Article I, Section 2 of the Constitution is hereby amended to read as follows: Article I

Sec. 2. Each Bishop of this Church having jurisdiction, every Bishop Coadjutor, every *Bishop Suffragan* ~~Bishop~~, every Assistant Bishop, and every Bishop who by reason of advanced age or bodily infirmity, or who, under an election to an office created by the General Convention, or for reasons of mission strategy determined by action of the General Convention or the House of Bishops, has resigned a jurisdiction, shall have a seat and a vote in the House of Bishops. A majority of all Bishops entitled to vote, exclusive of Bishops who have resigned their jurisdiction or positions, shall be necessary to constitute a quorum for the transaction of business. *Bishops who exercise or have jurisdiction are those who exercise ecclesiastical authority in a diocese or other jurisdiction of this Church.*

A151: Amend Article I.4-8 of the Constitution

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*Resolved*, That Article II.4-8 of the Constitution is hereby amended to read as follows:

ARTICLE II

Sec. 4. It shall be lawful for a Diocese, at the request of the Bishop of that Diocese, to elect not more than two ~~Suffragan~~ Bishops *Suffragan*, without right of succession, and with seat and vote in the House of Bishops. A ~~Suffragan~~ Bishop *Suffragan* shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. A ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop *Diocesan* or Bishop Coadjutor of a Diocese, or as a *Bishop Suffragan* in another Diocese.

Sec. 5. It shall be lawful for a Diocese to prescribe by the Constitution and Canons of such Diocese that upon the death, *removal or deposition* of the Bishop *or if the Bishop resigns, or is removed from office pursuant to Canon III.12.12(7)*, a ~~Suffragan~~ Bishop *Suffragan* of that Diocese may be placed in charge of such Diocese and become temporarily the Ecclesiastical Authority thereof *servng as the Bishop Diocesan Pro Tempore* until such time as a new Bishop shall be chosen and consecrated; or that during the disability or absence of the Bishop, a Bishop *Suffragan* of that Diocese may be placed in charge of such diocese and become temporarily the Ecclesiastical Authority thereof *servng as the Bishop Diocesan Pro Tempore of the Diocese.*



Sec. 6. A Bishop may not resign jurisdiction without the consent of the House of Bishops.

Sec. 7. It shall be lawful for the House of Bishops to elect a ~~Suffragan~~ Bishop *Suffragan* who, under the direction of the Presiding Bishop, shall be in charge of the work of those chaplains in the Armed Forces of the United States, Veterans' Administration Medical Centers, and Federal Correctional Institutions who are ordained Ministers of this Church. The ~~Suffragan~~ Bishop *Suffragan* so elected shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. The ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop *Diocesan*, ~~or~~ Bishop Coadjutor or ~~Suffragan~~ Bishop *Suffragan* of a Diocese.

Sec. 8. A Bishop Diocesan or Coadjutor who has ~~for at least five years next preceding exercised jurisdiction as the Ordinary,~~ *served as the Bishop Diocesan* nor as the Bishop Coadjutor, of a Diocese *for any period of time*, may be elected as Bishop *Diocesan*, Bishop Coadjutor, or ~~Suffragan~~ Bishop *Suffragan* of another Diocese *only if five or more years have passed since the Bishop first served as Bishop Diocesan or Bishop Coadjutor of the Diocese in which the Bishop is currently or last served as Bishop Diocesan or Bishop Coadjutor*. Before acceptance of such election a resignation of jurisdiction in the Diocese in which the Bishop is then serving, conditioned on the required consents of the Bishops and Standing Committees of the Church to such election, shall be submitted to the House of Bishops, and also, if the Bishop be a Bishop Coadjutor, a renunciation of the right of succession. Such resignation, and renunciation of the right of succession in the case of a Bishop Coadjutor, shall require the consent of the House of Bishops.

A152: Amend Article III of the Constitution

*Resolved*, That Article III of the Constitution is hereby amended to read as follows:

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### ARTICLE III

Bishops may be consecrated for foreign lands upon due application therefrom, with the approbation of a majority of the Bishops of this Church entitled to vote in the House of Bishops, certified to the Presiding Bishop; under such conditions as may be prescribed by Canons of the General Convention. Bishops so consecrated shall not be eligible to the office of Diocesan or of Bishop Coadjutor of any Diocese in the United States or be entitled to vote in the House of Bishops, nor shall they perform any act of the episcopal office in any Diocese or Missionary Diocese of this Church, unless requested so to do by the Ecclesiastical Authority thereof. If a Bishop so consecrated shall be subsequently duly elected as a Bishop of a

Missionary Diocese of this Church, such election shall then confer all the rights and privileges given in the ~~Canon~~ *Canons* to such Bishops.

A153: Amend Article IV of the Constitution

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*Resolved*, That Article IV of the Constitution is hereby amended to read as follows:

ARTICLE IV

In every Diocese a Standing Committee shall be elected by the Convention thereof, except that provision for filling vacancies between meetings of the Convention may be prescribed by the Canons of the respective Dioceses. When there is a Bishop in charge of the Diocese, the Standing Committee shall be the Bishop's Council of Advice. If there be no Bishop or Bishop Coadjutor or *Bishop Suffragan* ~~Bishop~~ canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese for all purposes declared by the General Convention. The rights and duties of the Standing Committee, except as provided in the Constitution and Canons of the General Convention, may be prescribed by the Canons of the respective Dioceses.

A176: Amend Article V – Second Reading (Note: this is actually a first reading, because

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there was a floor amendment in 2018 and therefore must be read again in 2021)

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

Sec. 1 A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Ecclesiastical Authority~~ *Bishop* for that purpose; or, with the approval of the Ecclesiastical Authority, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the Ecclesiastical Authority of each Diocese. After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

A183: Amend Article IX – First Reading

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*Resolved*, That the Constitution Article IX be amended to read as follows:

Article IX

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons canonically resident in a Diocese shall be tried by a Court instituted by the *General Convention by Canon. thereof*; ~~Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; provided that the General Convention in each case may prescribe by Canon for a change of venue.~~

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts.

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of suspension, or removal, or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

### Section III: Attachments to the Journal Proceedings

<u>Attachment #</u>	<u>Title</u>
1	The Bishop's Address
2	The Bishop's Report
3	Convention Plans Committees
4	Agenda
5	Resolutions
6	2018 Proposed Budget Narrative and Numbers
7	The Bishop's Statistical Report
8	Official Clergy List
9	Annual Report of the Treasurer
10	Incomplete Yr 2018 Audits
11	Report of the Standing Committee
12	Report of the Commission on Ministry (COM)
13	Report of the Commission on Finance and Administration (COFA)
14	Report of the Commission on Investments
15	Report of the Compensation Review Committee
16	Report from the Historiographer
17	Report from the Canon for Congregational Life and Leadership
18	Report from the Dean of Waiolaihui'ia
19	Report from Executive Assistant
20	Report from Business Manager
21	Report from Communications Contractor
22	Other Diocesan Reports
23	Reports from Subsidiary Organizations
24	Registered Clergy Delegate List
25	Registered Lay Delegate List
26	Necrology List
27	Courtesy Resolutions
28	Teller's Report

## Attachment 1: The Bishop's Address

at the Annual Meeting of the Convention of the Diocese of Hawai'i  
Tenney Theater, The Cathedral of St. Andrew,  
Honolulu, Hawai'i  
Saturday, October 26, 2019  
The Right Reverend Robert L. Fitzpatrick, Bishop

A reading from Paul's Second letter to the Corinthians (5:13-20a):

If we are crazy, it's for God's sake. If we are rational, it's for your sake. The love of Christ controls us, because we have concluded this: one died for the sake of all; therefore, all died. He died for the sake of all so that those who are alive should live not for themselves but for the one who died for them and was raised. So then, from this point on we won't recognize people by human standards. Even though we used to know Christ by human standards, that isn't how we know him now. So then, if anyone is in Christ, that person is part of the new creation. The old things have gone away, and look, new things have arrived! All of these new things are from God, who reconciled us to himself through Christ and who gave us the ministry of reconciliation. In other words, God was reconciling the world to himself through Christ, by not counting people's sins against them. He has trusted us with this message of reconciliation. So we are ambassadors who represent Christ.

Let us pray.

O God, you entered the pain of our humanity in Christ Jesus, in whom you are reconciling the world to yourself: Bend our wills, we pray, to rely on your reconciling presence in the resentments and enmities we suffer in families, communities, churches, nations – and in our own hearts. Nourish our confidence that in your compassion all our wounds are vulnerable to healing. Build our courage to address broken relationships with those from whom we are alienated. Deepen our capacity to listen, repent and forgive. As we journey toward your wholeness, form us in the ministry of reconciliation you have entrusted to us, that others may hear your appeal to be reconciled with God, with their neighbors and with all of creation through the cross and resurrection of our friend and savior, Jesus Christ. *Amen.*

*(based on prayer by Titus Pressler)*

Being called to the ministry of reconciliation is a remarkable gift. It is core to our Baptismal promises. Knowing God in the Trinity – the Creedal promises of the Baptismal Covenant -- forces us to see all creation as a dynamic relationship. It is the Biblical narrative and Trinitarian faith behind the Great Creeds that then lead us into action:

- Continuing in the apostles' teaching and fellowship, in the breaking of bread, and in the prayers.
- Persevering in resisting evil, and, whenever we fall into sin, repenting and returning to the Lord.
- Proclaiming by word and example the Good News of God in Christ.
- Seeking and serving Christ in all persons, loving our neighbors as ourselves.

- Striving for justice and peace among all people, and respecting the dignity of every human being.

The Baptismal Covenant and the related Creeds aren't perfect. They are historically conditioned and must be re-interrupted. But they provide the basis of our relational, incarnational and dynamic Christian faith that is grounded in the goodness of creation, the possibility of human reconciliation and wholeness, and an unwavering hope in the reality of God's love.

I live in that faith. I only know God through Jesus. It gives meaning to my life – to our common life as a Diocese. It is that faith that binds us together here today. It is the faith we are called to share.

Our life begins with relationships. As Christians, we believe apart from Christ, no human being is the greatest, or the wisest, or indispensable. No one made it on their own. There is no such thing as the self-made person. We are interdependent on one another and with all of creation.

As has been the case for nearly 34 years of ordained ministry in the Episcopal Church and almost 39 years of marriage, Bea has been my support and my love.

Aside from my primary relationship with Bea, I spend much of my time with those in the Diocesan Support Center. You need to know that the staff serves you with dedication and love. This past year has seen both a return to full working order and a renewed joy. Peter is fully back after his illness. Danny and Rae have taken up a range of administrative and business duties. Sonny is in the backroom working away. Norma is a tireless volunteer. Sybil is on top of electronic news from Kauai. Sandy is fully the Canon – able to read the Bishop's mind and anticipate the odd turns in congregations. Lastly, Denise has seamlessly joined us bringing renewed joy and genuine concern for other people while trying to master the Bishop's calendar. I am – we are – blessed by our team.

There are volunteers upon whom we depend. Our Chancellor, Wayne Yoshigai, gives many hours of legal service and wise advice – all for a lunch with me once a month. Stuart Ching watches over our archives with insufficient space and support. Stuart, I apologize. Frank and Norma Chun have faithfully served as chaplains to retired clergy – in 2020, they look to pass those duties on to Alison Dingley and Willis Moore. Steve Costa is the ever faithful non-stipendiary Archdeacon.

We also have wonderful elected leaders. The Standing Committee has taken on some difficult assignments. In 2019, they reviewed our Constitution and Canons for consistency. It was actually a major undertaking. They are presenting their amendments at this Annual Meeting. In 2020, they will work with the Chancellor on the Safe Church guidelines and the Title IV process. I would like to thank Phyllis Chang for her service on Standing Committee as her term ends.

Diocesan Council is the Board of Directors of the Corporation: The Episcopal Church in Hawai'i. We – as Bishop I am the President of Council – are responsible for the finances and property of the Diocese. Peter Lee, Louise Aloy, Bruce DeGooyer and Andrew McMullen are all rotating off Diocesan Council. Thank you for your service.

This is my thirteenth Convention as your Bishop. Following the performance review and our major mutual ministry review in 2018, I hope to continue – God willing – for some years to come. I am realistic that I turned 61 at my birthday last month. Considering all things, I hope that the next Bishop will be elected sometime after my 67<sup>th</sup> birthday in September 2025. I tell you this so we can plan together. This is a hope and a very human plan, and not an announcement or a pronouncement. I will continue to listen to the Standing Committee and to you. Some years ago, a book was published entitled The Elephant in the Boardroom: Speaking the Unspoken about Pastoral Transitions by Carolyn Weese and Russell Crabtree. In it, the authors suggest that churches – locally and at the Diocesan level -- think through the systemic things needed for transitions. They suggest that we are always preparing for our successors.

My ministry with you has already had two major shifts. Soon after my ordination as Bishop, we faced the Great Recession of 2007-2008. In practical terms, we responded by lowering the Diocesan assessment on congregations consistently year after year. The result was that financial support for Mission congregations declined and the size of staff in the office of the Bishop was reduced. Like you in secular business, we did – we do – more with less. We tried to share ministry more often. More congregations moved to part salaried or non-stipendiary clergy support. We also expanded ministries and celebrated with Disciples Journey 2009 at Turtle Bay. As we came out of the crisis and marked a transition, we celebrated our sesquicentennial as the Church in the Hawaiian Islands in 2012. The Presiding Bishop, the Most Reverend Katharine Jefferts Schori, joined us on the Square for the celebration.

The second phase of our life together saw the revitalization of local ordained ministry. Marked by sending local candidates for ordination to seminaries in North America and the creation of the local training program, Waiolaihui'ia. We have raised up and ordained more local priests and deacons than at any time since Bishop Kennedy's 25-year tenure as Bishop. With the arrival of Sandy as Canon, we expanded our programming and support for clergy and congregations. Unfortunately, unlike the first six years of my episcopate, this period included the demographic shift as our oldest members passed away. Unlike those earlier years, our average Sunday attendance declined. On the whole, folk were not leaving angry or over the great theological disputes of previous years, no, our sisters and brothers died or moved to North America to be near family or because of a lower cost of living. Some of the historically stronger congregations – especially on Oahu – declined as others – especially on neighbor islands – have grown, some significantly. This phase of our life, I think, concluded with the major Diocesan self-study, Mutual Ministry Review and Bishop's Professional Performance Review in 2017 and 2018. As I outlined in my written report to Convention, that is shaping our course for the future.

Not all has gone as I had hoped. I thought the Cluett Apartments here on the Square would be torn down by now. I thought we would be further along in property development than we are as a Diocese. The failure to gain support from the elected leadership for the St. Mary's development project and the sale of a property next to St. Christopher's was a disappointment to me. It was a living reminder that basic to our polity is that decisions about property and finances are made by elected leaders at different levels of governance and that we are not congregationalists. We have to find consensus. That said, we also have to be more agile in development and better stewards of our property. Idle and unused property and buildings do

nothing to further the mission of God's Church or serve God's people. We have property development task group reports, we have guidelines for property development from Standing Committee, and we have a proposed plan for organization from an attorney. In 2020, it will require action of the Bishop and the Diocesan Council to allow real action and development. It also requires the courage to fail. If a Vestry is ready to act at the Parish level or if the Diocese is ready to act with an Organized Mission, we need to respond supportively and with all due haste.

I also must admit that I have held on to some things for too long. In 2020, St. Nicholas, Kapolei, will become a Preaching Station and that congregation will no longer receive a subsidy. I will ask the Council to forgive the Diocesan loan to St. John the Baptist, Mā'ili. This will give that congregation some financial independence with rental income, but no subsidy. The entity called the Episcopal Church in West Oahu will disappear. I have asked Mark Haworth to take on the task of developing new communities of faith – perhaps congregations – in the area between Ewa Beach and Ko Olina on Oahu. We will provide the needed training. This will be a whole new ministry with no connection to the old St. Barnabas or the continuing St. Nicholas. I don't know if a building will ever be built on the Diocesan land in Kapolei. I don't know what the future will hold. I do know that the population of the area and its growth potential makes this an important mission opportunity. It does demand a new beginning and fresh ideas. Please pray for the ongoing congregations and for this new adventure in mission.

As I noted in my written report, the Design Teams and Task Groups have taken up their work. They have moved along. Be sure to read their reports in the "Workbook." The work of these teams (and others like them) will be very important over the next few years. These teams will help shape our future.

The Worship Task Group has produced very good guidelines for trial and experimental liturgies. This is in response to actions of General Convention. I hope your congregations have used the Canadian version of our BCP's Eucharistic Prayer C. We used it for the Convention Eucharist last night. I hope you will share your insights and opinions. Careful and engaged liturgical experimentation is welcome following the Task Group's guidelines and with careful evaluation. This is preparing the Episcopal Church for a revision of the Book of Common Prayer in the years ahead. The Worship Task Group has done us an outstanding service.

Let me note that the work of the Reconciliation Task Group is looking to bring Heidi Kim to help us. The issues of racism and sexism are deeply imbedded in culture and life. I need to remind this Convention that last year a resolution entitled "Taking a Stand Against Abuse in All its Forms" was referred to Standing Committee. They have asked me to report that they have taken no action on it. They asked this Task Group to consider the resolution's intent as they continue their work.

I am particularly impassioned about the work of the Creation Care Task Group. We must not only learn and change our behavior, we must champion changes in behavior and policy in our community and nation. This will, I think, include engaging a carbon tracker at the congregational level and budgeting for carbon offsets here in the Diocese. We are not mere stewards of creation, humanity is part of creation, and we – you and I – are morally responsible for the damage we have done to the earth, our island home.



I have asked the Native Hawaiian Ministry Committee to help us gather liturgical materials and to help make ‘Ōlelo Hawai‘i a common part of our life together. With the deaths of Tom Van Culin and Malcolm Naea Chun, a generation of kanaka maoli clergy has passed. We have a rising new generation of leaders, but your help is needed to identify and raise up others.

The Spiritual Growth Design Team is helping us answer the cry from lay people regarding growing in their faith, learning to pray and exploring the Bible. This is, in fact, our most important work over the next few years. As we learned from RenewalWorks research – thank you Jay – 72% of Episcopalians “consider themselves to be at an early, less mature stage of spiritual growth.” This reflects exactly the cry of our Diocese when we did the Mutual Ministry Review in 2018. This group looks to the clergy to help teach, guide and mentor them in the faith. The planned revival weekends – by whatever name they might end up with – are part of this ministry. Likewise, the Diocese has contracted with Forward Movement to bring Revive to every congregation and to our Diocesan leadership. Revive is about discipleship. This is a small-group discipleship program for active lay leaders to help them grow in confidence as spiritual leaders who love God and want to live a Jesus-shaped life. Ministry in the church is demanding and difficult. Revive is offered as a gift to our dedicated lay leaders to give them the chance to be re-energized with some new ideas and lots of laughter and to learn about themselves and the God we serve. Lay leaders join their minister in a safe setting, where they find words to describe their spiritual experiences and grow in intimacy with God as a follower of Christ. We are participating in this resource as a Diocese. Revive is about you – the leaders of the Diocese of Hawai‘i. Added to this are insights and materials from Jay and RenewalWorks. The Presiding Bishop’s Office is providing a multiple resource on the “Way of Love.” In fact, there are more programs and opportunities for spiritual growth and formation available in the Episcopal Church now than I have ever known.

The purpose of these resources is so we can articulate our faith and share it with others. I was delighted to see the excitement at the “Invite/Welcome/Connect” gathering in early September.

Such programs are not magical answers to congregational revitalization. They are tools for that work. The effectiveness is entirely dependent on our engagement and commitment.

I consider the next phase of our life as a Diocese as having begun with Renewal 2019 this past March. The Presiding Bishop offered us – and the entire Episcopal Church – an engaged and lively faith. We are not afraid to say “Jesus”! We are about being proud Episcopalians – celebrating our faith, our style of worship and our theology. We are inclusive.

So, what does it mean for you – for us? We have to commit ourselves to using the tools we now have. As a Diocese, we have to raise up more leaders: lay and ordained. The work of the past few years has just begun, but we have not reached a critical mass. I am particularly focused on the ministry of vocational Deacons – the witness to serve those in need.

As the clergy and delegates of this Convention – as the leaders of this Diocese – I urge you to take part in Revive as it is offered in your congregation over the next couple of years. In the

short term, I would like you and every adult member of the congregation to go through confirmation class in 2020.

Yes, I'm serious. How can we share our faith – our Church – if we don't know what we're sharing? I would like us together to take nineteen session pilgrimage in 2020 and work through *Faith Confirmed: Preparing for Confirmation* by Peter Jackson and Chris Wright (the North American edition published by Forward Movement, 2019). It reminds me of Claude DuTeil's "Short Course in Christianity" that formed so many in this Diocese in the last century. With this I would hope every adult member of Diocese would have a personal copy of the Book of Common Prayer and of the Bible (I suggest the Common English Bible translation). This project could be taken up on a Sunday morning in a class or on weeknights in small groups. We have to understand our common heritage and the basics of our faith. As leaders, it starts with you. My hope – my dream – is that every active adult member of the Episcopal Church in Hawai'i will be presented to me as Bishop for Reaffirmation (or Confirmation if it has not happened before) in 2020. If your congregation is struggling or individuals can't buy the books themselves, I will find a way to help. With *Faith Confirmed* (and a Prayer Book and a Bible) and the Presiding Bishop's "Way of Love" videos and resources, I think we can gain confidence in what it means to be an Episcopalian – our particular Branch of the Jesus Movement. Will you join me on this adventure in 2020?

I will commit myself to the formation and support of clergy and lay leaders in this next phase of our life together. I am ever more certain that the world – that Hawai'i -- needs the Episcopal Church now, in 2020 and beyond. We have to be able to share our faith and our excitement. We regularly hear the Bible stories – they are the stories of our ancestors. We are not Biblical literalists. We delight in science. We welcome the insights and teaching of our indigenous kupuna. We are not afraid of disagreement. We know that in God's love there are no outcasts. We love Jesus. We must be prepared to actively and personally share our faith so others can find a place at God's table. We need not be afraid.

As Paul said, "All of these new things are from God, who reconciled us to himself through Christ and who gave us the ministry of reconciliation. In other words, God was reconciling the world to himself through Christ, by not counting people's sins against them. He has trusted us with this message of reconciliation. So we are ambassadors who represent Christ."

Please know, Jesus loves you and I love you. Thank you for allowing me to be your Bishop.

Aloha.

## Attachment 2: The Bishop's Report

### Introduction

As I begin my report to the Convention, I must thank you again for calling me to be your Bishop. This is my thirteenth report as your Bishop for an Annual Meeting of the Convention. Fifty years ago (1969), we began a common life as the Diocese of Hawai'i. We marked 2019 as the golden anniversary of the Diocese of Hawai'i. It has been a rare honor to be your Bishop as we have celebrated two major milestones: The sesquicentennial of the founding of the Church in Hawai'i (2012) with a visit from the Most Reverend Katharine Jefferts Schori, 26<sup>th</sup> Presiding Bishop, and this year's 50<sup>th</sup> anniversary as a Diocese of the Episcopal Church (2019) with a visit from the Most Reverend Michael Bruce Curry, 27<sup>th</sup> Presiding Bishop.

#### I.

Our Diocesan motto is "HE LANAKILA MA KE KE'A" (Victory through the Cross). Our Diocesan 'ohana is united by faith in Jesus Christ and that is what we share with the world.

We take seriously our commitment to incorporate "the Native Hawaiian Christian spiritual concepts of mana, malāma and pono into the overall life and work of the Church in all areas of ministry in the Diocese." Ministry here must seek to care for others, creation and all that God has given us (malāma), to live righteously and in respect one for another (pono), and to find the holy (mana) that comes from God in all creation and all of God's children.

It is into such a vision of ministry and mission that we can welcome all of the children of these Islands. Our Diocese must be a model of mālama in which we care one for another, for the hungry and lost of our islands and, especially, for those living all around us who do not know the love of God in Jesus Christ. We need to live these values so that we embody in our own time the courage of the First People of these islands – "Ka lā hiki ola."

We are called to look to "the dawning of a new day." The courage it took to sail into unknown waters guided by the stars, the clouds, the seas and the rising sun lives in us by the gift of the Holy Spirit. We are sailing into new waters, but we are guided by the cross of Christ, we are secure in the love of God through Jesus Christ, we are piloted by the Holy Spirit, and we are assured of the outcome. He lanakila ma ke ke'a. Holo i mua.

In 2017, we affirmed a 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

## **II.**

Three Design Teams have been working to focus on the goals of the Diocese:.

**Goal 1 Team: 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 work will 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.

In addition, three special Task Groups were formed following the 2018 General Convention:

**Worship:** This Task Group is 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).

**Reconciliation:** There were several resolutions and presentations of reconciliation in the broadest terms at General Convention. This Task Group looks to three keys: (a) Racial Reconciliation, (b) Sexual exploitation, abuse and harassment, and (c) The Church’s historic response and/or non-response to such issues.

**Creation Care:** The Task Group is tasked “to address the scientific, cultural, theological and ethical realities of climate change, and its impact on our Islands and the world.”

An ongoing question for the Diocese has been how to best support ministry for youth (junior and senior high school age). Mr. Darrell Whitaker, Executive Director of Camp Mokule‘ia, and a group of leaders from throughout the Diocese have worked with a consultant, and they have prepared a report. The Diocese will have to evaluate and engage the recommendations in 2020. Further, Diocesan Council is evaluating how grants from the MacCray Fund can encourage ministry with Young Adults (ages 18-30) both on and off college campuses. Their work should be done by the end of 2019.

As we concluded our work in 2017 (Diocesan self study, vision work, and my professional performance review), our consultant, Dr. Kim Payton (an organizational psychologist) told us that the work of the Teams would take three or more years to engage the desired outcomes. They have begun their work. Please consider their reports as the beginning of our work together. We have just begun.

### III.

I shared the outline of our Vision and Goals to bring to mind my ministry in 2019 and looking to 2020. I have added the Diocesan Vision to my daily prayers (and I ask you to do the same): “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.”

My 2017 Professional Performance Review urged me to continue to share my: “commitment, clarity of communication and thought, understanding and ability to teach theology and the academic and Canonical aspects of the Church.” It also urged me to: “Apply [my] strengths as a theologian and teacher to Goal 1 of the strategic plan, 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.”

I have begun that work in 2018. With this, I have also focused on sharing my faith in Jesus Christ. I have been particularly strengthened by March's Renewal 2019 with Presiding Bishop and “RenewalWorks” with the Reverend Jay Sidebotham. Jay will again be with us at this Annual Meeting of Convention. I was delighted that we were able to welcome Ms. Jerusalem Greer, the Episcopal Church’s Staff Officer for Evangelism at the Clergy Retreat in August and Ms. Mary Parmer from “Invite-Welcome-Connect” at a conference in September. We are focusing on the true mission of the Church (Matthew 28:19-20).

We are learning anew that our life is defined by our faith in Jesus Christ. We know the Holy through the life, death and resurrection of Jesus Christ. Sister Ilia Delio, OSF, [*The Humility of God: A Franciscan Perspective* (St. Anthony Messenger Press, 2005), p. 96] writes:

*The power of God is the powerlessness of God’s unconditional love shown to us in the cross. God is the beggar who will not force his way into our homes unless we open the door. God is with us at every moment with open arms of love, laughing when we are laughing, weeping when we are weeping, rejoicing when we are rejoicing. God shares in the brokenness of this world out of abundance of divine love. It is because God is the fountain fullness of love, in Bonaventure’s view, that God can share in the suffering of our lives and through these sufferings draw us into new life. For God’s love cannot be overcome by human power nor can it be conquered by human force. God’s love, shown to us in the weakness and powerlessness of the cross, is the power of love to heal and transform death into life. God is most God-like in the suffering of the cross.*

We are learning together that it is only sharing our own stories and inviting others into community that God’s unconditional love can be released into our world. It depends upon each of us, one person at a time. The ministries of the Design Teams and Task Groups is to help us be better “ambassadors who represent Christ,” but it is still up to each of us in our own daily lives

and in our encounters with others hour by hour. My greatest hope for us is that we can truly delight in “Inviting/Welcoming/Connecting” with those who do not know the love of God.

#### IV.

In March 2016, Presiding Bishop Michael said in an interview (quoted in <https://sojo.net/articles/god-not-finished-world>):

*I really believe that the fundamental principle on which Christians stand as followers of Jesus Christ is what Jesus taught and embodied in his life: love God, and love your neighbor. ‘Love the Lord your God with all your heart, soul, mind, and strength, and love your neighbor as yourself.’ In Matthew’s version Jesus says, ‘On these two hang all the law and the prophets,’ which is basically saying that everything in the religious faith — everything — has to do with love of God and love of neighbor. It may say it in a different way or form, or apply it differently, but that is the bottom line.*

*If we who are Christians participate in the political process and in the public discourse as we are called to do — the New Testament tells us that we are to participate in the life of the polis, in the life of our society — the principle on which Christians must vote is the principle, Does this look like love of neighbor? If it does, we do it; if it doesn’t, we don’t.*

*We evaluate candidates based on that. We evaluate public policy based on that. And that has nothing to do with whether you’re a Republican or a Democrat, liberal or conservative. It has to do with if you say you’re a follower of Jesus, then you enter the public sphere based on the principle of love which is seeking the good and the welfare of the ‘other.’ That’s a game-changer.*

I share these words because we live in complicated times.

Recent events on Mauna Kea have caused disagreements between Episcopalians within our congregations. A few (five sent e-mails and one sent a fax) disagreed with what I wrote in a “Teaching” and what was shared by two Priests in a “Statement.” Many more contacted me to express approval or, at least, understanding of the perspective shared. Admittedly, others just may not respond or, actually, do not really care what the Episcopal Bishop of Hawai‘i or our Priests might write (this is even true of some Episcopalians). Everyone has an opinion (I certainly understand that there are multiple opinions with a range of hopes for all those who think about it – it certainly is not merely for TMT and against TMT).

Likewise, words of politicians and actions of governments bring disagreements and the call to respond.

As Christians and as Episcopalians, we are called to be engaged citizens and to vote in civil elections. In our constitutional republic, though the Church and clergy should not endorse candidates or particular party, I do think we must speak on issues of public policy and on the

morality of laws and proposed civic actions. We need to hold our leaders accountable for their behavior and words. Further, as citizens, faithful Christians must view candidates and policies in relation to our understanding of the Gospel of Jesus Christ. Bishops and Priests are called to be teachers of the Gospel in a broken world. As Paul reminds us in his Letter to the Ephesians (6:12): “We aren’t fighting against human enemies but against rulers, authorities, forces of cosmic darkness, and spiritual powers of evil in the heavens.” While we will disagree about policies and a vision for our civic community’s future, we must do so in love and, above all, humility. We must not be afraid to speak the truth of the Gospel, and demand justice and peace respecting the dignity of every human being and God’s creation.

### Conclusion

When I was ordained a Bishop in 2007, Presiding Bishop Katharine gave me a plaque with the words of Roman Catholic bishop Helder Camara of South America:

*The bishop belongs to all. Let no one be scandalized if I frequent those who are considered unworthy or sinful. Who is not a sinner? Let no one be alarmed if I am seen with compromised and dangerous people, on the left or the right. Let no one bind me to a group. My door, my heart, must be open to everyone -- absolutely everyone.*

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.

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

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

It is by these words that I look forward to serving you in the days and years ahead.



As Paul urges us (in 2<sup>nd</sup> Corinthians 5:20): “So we are ambassadors who represent Christ. God is negotiating with you through us. We beg you as Christ’s representatives, ‘Be reconciled to God!’”

Respectfully submitted,

*+ Robert L. Fitzpatrick*

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

### Attachment 3: Convention Plans Committees

<b>Position</b>	<b>Name</b>	<b>Chair</b>	<b>Island</b>
Secretary of Convention	Robert “Moki” Hino+	C	O
Assistant Secretary of Convention	Dixie Kaetsu		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	Caren Chun-Esaki	C	O
Nominations	Clergy-in-Charge of Congregations		
Resolutions	Standing Committee		

## Attachment 4: Agenda

THE 51ST ANNUAL MEETING OF THE CONVENTION  
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED IN  
TENNEY THEATER OF  
THE CATHEDRAL OF ST. ANDREW  
HONOLULU, HAWAI‘I

Saturday, October 26, 2019  
The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

- I. Call to Order the 51<sup>st</sup> Annual Meeting of the Convention
- II. Introductions
- III. Quorum Report of the Credentials Committee
- IV. Report from the Chair of Dispatch of Business
  - A. Adoption of the Agenda with the following special orders of business:
    - i. “A Cup of Cold Water” (video)
    - ii. “The Visit by the Presiding Bishop” (video)
    - iii. “Creation Care Task Force”
- V. Report on Resolutions
- VI. Report on Nominations
- VII. Diocesan Ballots – 1<sup>st</sup> Ballot
- VIII. Bishop’s Address
- IX. Acceptance of Treasurer’s Report by Title
- X. Consideration of Resolutions: Compensation Review
- XI. Report on the Diocesan 1<sup>st</sup> Ballot and 2<sup>nd</sup> Ballot, if needed
- XII. Presentation of and action on the 2020-2022 Budget
- XIII. Recess for lunch
- XIV. Reconvene
- XV. Report on the Diocesan 2<sup>nd</sup> Ballot and 3<sup>rd</sup> Ballot, if needed
- XVI. Consideration of other Resolutions
- XVII. Set Dates and Locations of 2020, 2021, 2022 Annual Meetings of Convention
- XVIII. Adoption of Courtesy Resolutions
- XIX. Report on 3<sup>rd</sup> Ballot, if needed
- XX. Final Comments from the Bishop
- XXI. Adjournment of the Annual Meeting with the singing of “Hawai‘i Aloha”

## Attachment 5: Resolutions

- Resolution #1: 2020 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i
- Resolution #2: Combating the Development of Racism in Children
- Resolution #3: Revisions to the Constitution of the Protestant Episcopal Church in the Diocese of Hawai‘i
- Resolution #2: Revisions to the Canons of the Protestant Episcopal Church in the Diocese of Hawai‘i

## Resolution 1

**TITLE:** 2020 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 2020 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 compensation minimums 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 2020 Minimum Clergy Compensation Schedule includes a 1.9% increase to all compensation categories.

The consumer price index (CPI-U) increase for Hawai‘i was 1.9%. 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.

Throughout this document “workweek” refers to five (5) days for a full-time rector. For part-time clergy employees, refer to the cleric’s Letter of Agreement (for example, if a part-time cleric works 3 days each week, a “workweek” of vacation would also be 3 days).

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

Materials, resources, and guidance for Letters of Agreement, Position Descriptions, and Mutual Ministry Reviews are available from the Diocesan Support Center.

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

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

2020 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	93,600	105,204	116,892	126,180
2	85,080	95,664	106,296	114,756
3	77,304	87,084	96,756	104,580
4	71,628	79,680	88,524	94,896

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

**1) FULL-TIME POSITIONS**

- a) The compensation categories and ranges are intended to be used as a framework within which the Vestry/Bishop's Committee and the clergy negotiate a mutually acceptable compensation. The compensation ranges are based on "years of service" to provide a guide for compensation increases as years of service increase. This compensation schedule sets the minimum for churches in the Diocese of Hawai'i. "Years of service" means the number of years of status as a clergyperson in good standing in The Episcopal Church. In Parishes, compensation is negotiated between the clergyperson and the vestry. For Missions, compensation is negotiated between clergy and the Bishop's Committee with the approval of the Bishop. Credit for prior years of service as an ordained person in good standing in another denomination is negotiated between the clergy and the Vestry/Bishop's Committee with the approval of the Bishop. With respect to clergy newly called or appointed to a congregation, the Vestry/Bishop's Committee is required to notify the 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. Vestry/Bishop's Committees shall seriously consider appropriate compensation.
- d) For ease of administration, all compensation figures will be rounded up into amounts divisible by 12.
- e) For clergy who are paid a cash housing allowance, the amount of housing allowance shall be determined by the clergy and each Vestry/Bishop's Committee, working in consultation with their clergy, shall approve a resolution determining housing allowances. The housing allowance adjustment called for in the resolution is enacted only on money earned after the resolution is passed. Typically, this Internal Revenue Service (IRS) requirement shall be completed by December 31 for the following year.
- f) The value of Church-supplied housing shall be determined on a case-by-case basis at the congregational level.

- g) The minimum compensation for full-time assistants, associates or curates shall be the amount reflected in the Minimum Clergy Compensation and Benefits Policy using years of service and a Category 4 congregation.
- h) Clergy must not be paid less than the previous year, unless there is a change to time/work hours.

## **2) PART-TIME POSITIONS**

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

## **3) FULL-TIME EMPLOYEE BENEFITS**

- a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b) The congregation will pay the mandatory Church Pension Fund Assessment for clergy per Church Pension Group (CPG) requirements or criteria.
- c) Group Life Insurance is provided by the Church Pension Fund to clergy at no cost to the congregation.
- d) Sections 3.e-3.g below apply to full-time employees (both clergy and lay employees) who work at least 40 hours per week.
- e) The congregation generally offers full-time employees the Diocesan Health Maintenance Organization (HMO) Plan (for exceptions, please apply to the Diocesan Support Center). Under the plan, the congregation pays for full family medical coverage.
- f) Spousal health insurance coverage: If the spouse or civil union partner of a clergy or lay employee is employed and insurance is provided (offered and paid for) by the spouse's or civil union partner's employer, the spouse or civil union partner will not be covered at the church's or Diocese's expense. If the employed spouse or civil union partner declines coverage from his/her employer and chooses to be on the church's or Diocese's plan, the employee is responsible for the spouse's or civil union partner's premium.
- g) Dependent health insurance coverage: Dependents of eligible full-time employees are eligible for coverage under the Diocese's health plan up to the age of 26, regardless of the child's financial dependency, residency with the employee, student status, or employment. However, the Diocese does not offer dual coverage. Therefore, if a dependent is covered under another health plan the Diocese will not pay the premium for that dependent. The full premium for the dependent will need to be paid for by the employee for any dependent with dual coverage.
- h) The congregation will pay the cost of Worker's Compensation Insurance coverage.
- i) The Temporary Disability Insurance Plan for clergy is provided by the Church Pension Fund at no cost to the congregation.
- j) The congregation will pay the clergy social security costs of salary and housing.
- k) Full-time clergy are entitled to four (4) workweeks of annual vacation with full stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one (1) year, except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than two (2) work weeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.
- l) Members of the clergy who have been employed by the church for at least one (1) full



year are entitled to leave for the birth or adoption of a child for a minimum of eight (8) weeks with full compensation. Up to an additional four (4) workweeks may be taken without pay, or using vacation or sick time. If both clergy spouses are employed at the same employer within the Diocese, they are limited to a combined total of sixteen (16) workweeks of paid Parental Leave. Leave must be taken within twelve (12) months of the birth or adoption.

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

#### **4) PART-TIME EMPLOYEE BENEFITS**

- a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b) The congregation will pay the mandatory Church Pension Fund assessment per CPG requirements or criteria.
- c) Part-time employees (both clergy and lay employees) who work at least 20 hours per week for four consecutive weeks are eligible for coverage on the Diocesan HMO plan at no cost to the employee.
- d) Spousal health insurance coverage: Spouses or civil union partners of part-time employees are not eligible for coverage.
- e) Dependent health insurance coverage:
  - i) Dependents of part-time employees who work at least 30 hours per week are eligible for coverage under the Diocese's health plan up to age 26, regardless of the dependent's financial dependence, residency with the employee, student status, or employment. The employee is responsible for the full premium for his/her dependent's coverage.
  - ii) Dependents of part-time employees who work less than 30 hours per week are not eligible for coverage under the Diocese's health plan.
- f) The congregation will pay the cost of Worker's Compensation Insurance coverage.
- g) The Temporary Disability Insurance Plan for part-time clergy is provided by the Church Pension Fund.
- h) The congregation will pay the clergy social security costs of salary and housing.
- i) Part-time clergy are entitled to four (4) workweeks of annual vacation with agreed stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one year except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than two (2) workweeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.

#### **5) OTHER**

- a) Moving Expenses: Clergy will receive an allowance for moving expenses from the US mainland, typically in the range of \$12,000 to \$20,000 depending on location.
- b) Sabbatical: Clergy are eligible for sabbatical leave at the ratio of one month per year of service in the congregation, to be available after the third year, and cumulative through

the fourth year. The maximum amount of leave is limited to four months. The Vestry/Bishop's Committee shall annually budget funds to accumulate to provide pastoral and sacramental supply during the clergy person's sabbatical leave. Sabbatical leaves are provided for the benefit of both the congregation and clergy. Thus, before a sabbatical leave is granted, clergy must agree to serve the congregation for at least one year upon returning from the sabbatical. In addition, the request for sabbatical must be accompanied by a full and detailed description of the activities to be undertaken during the leave and, if granted, clergy shall submit to the Bishop and the Vestry/Bishop's Committee at the end of the leave, a report on the accomplishments of the leave. Accrued but not taken sabbatical leave can be carried over to following years in the same parish/mission. Accrued but not taken sabbatical leave is not paid out at retirement.

- c) Continuing Education: Clergy are required by Canon and Diocesan policy to continue their education. The congregation should provide funds in its annual budget for this continuing education. The minimum recommended amount is \$1,020/year. This amount should accumulate if unused and may carry over to the next year. This fund should also be available for sabbatical expenses.

**6) SUPPLY CLERGY COMPENSATION**

- a) The minimum compensation for Saturday evening/Sunday supply clergy shall be as follows:
  - i) One service: \$181
  - ii) Two services: \$241
  - iii) Each additional service: \$120
  - iv) Clergy will be reimbursed for travel (mileage, airfare, etc.), overnight parking and housing (if necessary).

CONGREGATIONAL COMPENSATION CATEGORIES

<u>CATEGORY</u>	<u>WEIGHTED FIGURES (SEE (E) BELOW)</u>
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 (A + B + C + D = E)** \_\_\_\_\_ (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.

**2020 COMPENSATION BASED ON 2018 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	61	98	225,370	0	121	3	77,304	87,084	96,756	104,580
CALVARY	17	42	81,652	0	44	4	71,628	79,680	88,524	94,896
CHRIST CHURCH	36	51	135,238	1	71	4	71,628	79,680	88,524	94,896
CHRIST MEMORIAL	16	55	62,917	1	43	4	71,628	79,680	88,524	94,896
EMMANUEL	40	45	132,078	3	72	4	71,628	79,680	88,524	94,896
EPIPHANY	52	69	160,677	0	90	4	71,628	79,680	88,524	94,896
GOOD SAMARITAN	21	21	27,465	1	24	4	71,628	79,680	88,524	94,896
GOOD SHEPHERD	82	114	151,620	6	118	3	77,304	87,084	96,756	104,580
GRACE	12	36	38,455	1	28	4	71,628	79,680	88,524	94,896
HOLY APOSTLES'	54	102	240,990	8	132	3	77,304	87,084	96,756	104,580
HOLY INNOCENTS'	40	74	139,182	1	81	4	71,628	79,680	88,524	94,896
HOLY NATIVITY	47	72	129,582	0	79	4	71,628	79,680	88,524	94,896
ST. ANDREW'S	119	222	382,248	7	236	1	93,600	105,204	116,892	126,180
ST. AUGUSTINE'S	33	68	89,104	0	60	4	71,628	79,680	88,524	94,896
ST. CHRISTOPHER'S	78	97	210,052	4	127	3	77,304	87,084	96,756	104,580
ST. CLEMENT'S	80	110	273,088	0	147	2	85,080	95,664	106,296	114,756
ST. ELIZABETH'S	75	201	166,193	4	144	2	85,080	95,664	106,296	114,756
ST. JAMES'	142	190	370,023	4	229	2	85,080	95,664	106,296	114,756
ST. JOHN THE BAPTIST	9	25	18,247	0	17	4	71,628	79,680	88,524	94,896
ST. JOHN'S, KULA	73	92	182,386	0	112	3	77,304	87,084	96,756	104,580
ST. JOHN'S BY/SEA	23	35	51,993	0	35	4	71,628	79,680	88,524	94,896
ST. JUDE'S	21	45	61,936	1	41	4	71,628	79,680	88,524	94,896
ST. LUKE'S	22	26	50,320	0	32	4	71,628	79,680	88,524	94,896
ST. MARK'S	60	116	251,384	3	137	3	77,304	87,084	96,756	104,580
ST. MARY'S	43	60	109,251	6	74	4	71,628	79,680	88,524	94,896
ST. MATTHEW'S		15	37,511	0	16	4	71,628	79,680	88,524	94,896
ST. MICHAEL'S	69	115	306,676	2	156	2	85,080	95,664	106,296	114,756
ST. NICHOLAS	16	34	56,760	0	34	4	71,628	79,680	88,524	94,896
ST. PAUL'S OAHU	113	217	235,787	7	188	2	85,080	95,664	106,296	114,756
ST. PETER'S	67	117	263,458	2	143	2	85,080	95,664	106,296	114,756
ST. STEPHEN'S	21	33	89,466	2	47	4	71,628	79,680	88,524	94,896
ST. TIMOTHY'S	43	40	153,617	4	79	4	71,628	79,680	88,524	94,896
TRINITY BY/SEA	31	37	105,446	6	61	4	71,628	79,680	88,524	94,896
WEST KAUAI	40	43	77,860	0	52	4	71,628	79,680	88,524	94,896

## 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 \$79,680. 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 \$114,756. 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 \$47,448 (\$94,896 divided by 2 = \$47,448). 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 \$77,304. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$85,000.

### **Some Definitions:**

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

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

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

## Resolution 2

**TITLE:** Combating the Development of Racism in Children

**SPONSOR:** The Rev. Cn. David Kennedy

**CONTACT NAME:** The Rev. Cn. David Kennedy

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

**PHONE:** 509-230-4814

**EMAIL:** davidk7713@comcast.net

BE IT RESOLVED, that this 51<sup>st</sup> annual meeting of the Convention of the Diocese of Hawai‘i approve the formation of a Diocesan task force by the Bishop, with the sole responsibility of the task force being to invite/recruit individuals to become part of a consortium tasked to develop curriculum, programs, and activities to help prevent the development of racism in children.

BE IT FURTHER RESOLVED, that this 51<sup>st</sup> annual meeting of the Convention of the Diocese of Hawai‘i approve that the members of the consortium come primarily from public and private education, interdenominational and interfaith religions, and community groups working with children, all of whom will preferably have experience in the development of curriculum, programs, and activities for school age young people.

BE IT FURTHER RESOLVED, that this 51<sup>st</sup> annual meeting of the Convention of the Diocese of Hawai‘i asks that the curriculum, programs, and activities developed by the Consortium be developed for use at each level of Pre-K through grade 12 and that they be age appropriate for each level and be so designed that they will be year round teaching, incorporating stand-alone curriculum, programs, and activities, as well as incorporated, where possible, in other subject teaching.

BE IT FURTHER RESOLVED, that the task force report back to the 52<sup>nd</sup> annual meeting of the Convention on the results of its formation of the consortium and that the consortium report back at least annually to the various constituencies represented on the consortium at the time and place established by each constituency.

BE IT FURTHER RESOLVED, that this 51<sup>st</sup> annual meeting of the Convention of the Diocese of Hawai‘i ask the Bishop and the Diocesan Council to review the 2020 Diocesan budget to provide funding for the work of the task force in its formation of a consortium.

RATIONALE/EXPLANATION. Racism has been around in some form for far longer than anyone reading this resolution can hardly imagine. Currently, racism in our country

and worldwide, is affecting the hearts and souls of the targets of racism in their everyday lives, as well as, producing unbelievable horror, tragedy, and fear through major killings. It is difficult to comprehend. Federal and State laws, as well as, efforts and resolutions by churches and other entities, have been passed and implemented that have brought about some positive change. But racism is still alive and well. Why? Because laws and resolutions do not change the hearts and minds of people. This resolution is an attempt to address the problem at the earliest, formative ages before societal racism and the influence of racist adults becomes embedded in some of our youngsters.

### **Resolution 3-Revisions to the Constitution**

**TITLE:** Revisions to the Constitution of the Protestant Episcopal Church in the Diocese of Hawai‘i

**SPONSOR:** Standing Committee

**CONTACT NAME:** Chuck Spence, President of Standing Committee

**ADDRESS:** 229 Queen Emma Sq.. Honolulu, HI 96813

**PHONE:** 808-536-7776

**EMAIL:** [chuck@trinitybts.org](mailto:chuck@trinitybts.org)

BE IT RESOLVED, that the Constitution of the Protestant Episcopal Church in Hawai‘i be amended as follows:



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**CONSTITUTION  
OF  
THE PROTESTANT EPISCOPAL CHURCH  
IN  
THE DIOCESE OF HAWAII**

As amended through ~~October 24, 2015~~  
Proposed amendments on **Oct. 26, 2019**

**See Strike out of earlier Constitution in RED.**  
**New or amended language proposed for adoption in BLUE.**

## CONSTITUTION

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ARTICLE I  
TITLE AND BOUNDS OF THE DIOCESE

This Diocese shall be known as “The Diocese of Hawai‘i” and its geographical boundaries shall be coextensive with those of the State of Hawai‘i.  
(Amended: 12th Ann. Conv. 1980; 29th Ann. Conv. 1997; 44th Ann. Conv. 2012)

ARTICLE II  
ACKNOWLEDGMENT OF ACCEDECE

As a constituent part of the Protestant Episcopal Church in the United States of America **otherwise known as The Episcopal Church, (which is hereby recognized as designating this Church)**, the Diocese of Hawai‘i accedes to the Constitution and Canons thereof as periodically adopted by the General Convention.  
(Amended: 51<sup>st</sup> Ann. Conv., 2019)

ARTICLE III  
THE CONVENTION

Section 1. The legislative functions of the Diocese shall be exercised by the Convention as duly constituted and duly assembled.

Section 2. The membership of the Convention shall be constituted as follows:

(A) The Bishop, the Bishop Coadjutor; if there be one, Suffragan Bishops, if there be any, and any retired Bishops of the Diocese.

(B) All **Bishops**, Priests, and Deacons who are canonically resident in the Diocese, as well as 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.

(C) Lay delegates from each Parish and Mission in union with Convention. Each such Parish and Mission shall be entitled to be represented by two lay delegates and in addition thereto, another lay delegate for each one hundred communicants or fraction thereof. All delegates shall have attained the age of no less than sixteen years, shall be communicants of the Parish or Mission which they represent, and shall be elected at the annual meeting of each

Parish or Mission for a term which shall commence at the convening of the annual meeting of the Convention next following their election and which shall end at the convening of the next subsequent annual meeting of the Convention or their duly qualified successors shall have been elected. (As used in this Constitution and the Canons of the Diocese, the word “communicant” shall be construed to mean “communicant in good standing” as defined in the General Canons.)

Section 3. Alternate lay delegates shall be elected at the annual meeting of each Parish and Mission in such number so as to insure full representation of the Parish or Mission at each meeting of the Convention. Alternates are encouraged to attend the meeting of the Convention, but shall have no right to seat, voice or vote unless duly seated in replacement of a delegate. The order of substitution of the alternates shall be determined by their Parish or Mission.

Section 4. The Secretary and Assistant Secretary of the Convention, the Treasurer of the Convention, the Chancellor and Vice Chancellor of the Convention (if not members of the Convention by virtue of either being a clerical member, canonically resident, or a lay delegate representing a Parish or Mission of the Diocese), shall have seat and voice. The Convention may grant seat and voice to such other persons as it deems appropriate.

Section 5. No person who shall be under Ecclesiastical censure shall be entitled to a seat in the Convention.

Section 6. The Convention shall be the judge of the qualification of its members in accordance with the provisions of this Constitution and the Canons of the Diocese. (Amended: Sec. 2.C, Sec. 3, 12th Ann. Conv. 1980; Sec. 4, 17th Ann. Conv. 1985; Sec. 4, 21st Ann. Conv. 1989; Sec. 2.C, 29th Ann. Conv. 1997; Sec. 2.B, 47th Ann. Conv. 2015. **Amended: Sec. 2(B), 51<sup>st</sup> Ann. Conv., 2019**)

#### ARTICLE IV MEETINGS OF THE CONVENTION

Section 1. The Convention shall regularly convene once each calendar year at such time and place as shall be determined by the preceding annual meeting of the Convention.

Section 2. For sufficient cause, the Ecclesiastical Authority shall have the power to change such time or place, or both, provided, however, that notice of such change shall be given to each member of the Convention at least thirty (30) days prior to the meeting.

Section 3. The Ecclesiastical Authority shall have the power to call special meetings of the Convention, provided that the notice of the time and place of same shall state the purpose for which it is called and such notice is sent to all members of the Convention at least thirty days prior thereto. No business other than that stated in the notice may be considered unless such consideration is approved by a two-thirds majority vote.

ARTICLE V  
OFFICERS OF THE CONVENTION

Section 1. The President of the Convention shall be the Bishop of the Diocese. In the absence of the Bishop, the Bishop Coadjutor, when there is one, or when there is not, the Suffragan, if there be one, shall preside. In the case of a vacancy in the Episcopate, or in case no Bishop of the Diocese shall be present, the President of the Standing Committee shall convene the meeting of the Convention and shall serve as its President until the Convention shall elect a President pro tempore from among its members.

Section 2. The Treasurer of the Diocesan Council shall be ex-officio the Treasurer of the Convention and shall have seat and voice. The Treasurer shall discharge the duties imposed upon the office by Canon or by the action of the Convention, and shall make an annual report regarding same to the Convention.

Section 3. At each annual meeting of the Convention a Secretary shall be elected, whose term of office shall commence at the adjournment of the annual meeting of the Convention at which such election occurs and who shall continue in office until the adjournment of the following annual meeting of the Convention. The Secretary shall perform the usual duties of the office until a successor is elected.

Section 4. An Assistant Secretary shall be appointed by the Secretary with the approval of the Convention. The term of office of the Assistant Secretary shall be the same as that of the Secretary. Whenever there shall be a vacancy in the office of Secretary, the Assistant Secretary shall assume the office of Secretary and thereupon shall appoint a successor Assistant Secretary. If such vacancy occurs when the Convention is not in session, the appointment of the successor Assistant Secretary shall be subject to the approval of the Diocesan Council.

Section 5. The Convention shall have the power to provide by Canon for the election or appointment of officers other than those mentioned in this Article.  
(Amended: Sec. 3, 17th Ann. Conv. 1985; Sec. 4, 33rd Ann. Conv. 2002)

ARTICLE VI  
CONDUCT OF THE CONVENTION

Section 1. The Holy Eucharist shall be celebrated at every Convention. The Ecclesiastical Authority shall take order for this and any other services.

Section 2. One-third of those clergy who are canonically resident and domiciled in the State of Hawai`i, and a majority of the maximum number of lay delegates permitted under Article III, when duly assembled, shall constitute a quorum for the transaction of business; but a smaller number may adjourn from time to time.

Section 3. In all matters which shall come before the Convention, unless otherwise specified in this Article or elsewhere within this Constitution, the clergy and laity shall deliberate in one body and vote as individuals; each delegate present being entitled to one vote and no more; and unless otherwise provided, a majority of the votes of the two orders jointly shall be decisive. In the event of a tie vote, the President of the Convention shall be entitled to cast a vote.

Section 4. On the call of any five members of both orders, the two orders shall vote separately, and a concurrence of a majority of each order shall be necessary to constitute a decision.

Section 5. All elections provided for by this Constitution shall be by ballot. Unless otherwise specified elsewhere in this Constitution or by the laws of the State of Hawai`i, a majority of the votes cast shall be required for election on the first and second ballot. If, in any election a greater number of persons than the number offices to be filled shall receive a majority of votes cast, those who, up to the number of offices to be filled, receive the highest majorities shall be declared elected. In those instances where vacancies still exist subsequent to the second ballot, the vacancies shall be filled by those individuals receiving the highest number of votes on the third ballot. Each person elected shall continue to serve until such time as a successor has been duly elected.

#### ARTICLE VII OFFICERS OF THE DIOCESE

Section 1. The Treasurer of the Diocesan Council, who shall be appointed by the Bishop, with the advice and consent of the Diocesan Council, shall be, ex-officio, the Treasurer of the Diocese, and shall discharge the duties imposed upon the office by Canon or by the action of the Convention and shall make an annual report regarding same to the Convention.

Section 2. The Registrar of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term, and shall discharge the duties imposed upon the office by Canon or by the action of the Convention.

Section 3. The Historiographer of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term and shall discharge the duties imposed by Canon or by the action of the Convention.

Section 4. The Chancellor of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term. The Chancellor shall be a lay communicant, shall be licensed to practice law by the Supreme Court of Hawai`i, and shall be the legal advisor of the Ecclesiastical Authority, the Convention, the Diocesan Corporation, and all officers and agencies of the Diocese.

Section 5. The Vice Chancellor of the Diocese shall be confirmed by a majority vote of the Convention upon appointment by the Bishop for a one year term. The Vice Chancellor's qualifications

shall be identical to those of the Chancellor and in the case of the absence, disqualification or inability for any reason of the Chancellor to serve, or in case of a vacancy in the office thereof, the Vice Chancellor shall have all the duties, powers, and rights of the Chancellor.

Section 6. On the nomination of the Chancellor, and with the advice and consent of the Diocesan Council, the Bishop may appoint such Deputy Vice Chancellors with appropriate qualifications as may be reasonably necessary in order to serve the legal needs of the Diocese adequately. Deputy Vice Chancellors shall serve from the time of their appointment until the adjournment of the annual meeting of the Convention next following their appointment. (Amended: Sec. 6, 13th Ann. Conv. 1981)

## ARTICLE VIII THE DIOCESAN CORPORATION

Section 1. The corporation known as “The Episcopal Church in Hawai`i,” heretofore incorporated under the laws of the State of Hawai`i, is hereby recognized as under the authority and jurisdiction of the Convention of the Diocese, the duly elected members of which constitute the membership of the said corporation; provided, that no alteration shall be made in the Charter of Incorporation of the same unless authorized by a two-thirds concurrent vote of both orders of the Convention.

Section 2. The corporation shall be the legal entity of the Diocese. The governing body of the corporation shall be the Board of Directors of The Episcopal Church in Hawai`i, which shall also be and be known as the Diocesan Council. In addition to the authority conferred upon the Diocesan Council by this Constitution and the Canons of the Diocese, it shall have the authority granted to such bodies by the State of Hawai`i unless specifically restricted by this Constitution or the Canons of the Diocese.

Section 3. The Diocesan Council in its capacity as the Board of Directors of The Episcopal Church in Hawai`i shall adopt By-Laws in order to perform such secular legal functions as are necessary and proper and not inconsistent with the Charter of Incorporation, this Constitution, or the Canons of the Diocese.

## ARTICLE IX DEPUTIES TO GENERAL CONVENTION AND PROVINCIAL SYNOD

Section 1. Four Priests and four lay communicants shall be elected by ballot as deputies of this Diocese and four of each order shall be elected as alternates to the General Convention. On the election of the four deputies in each order, the next four candidates in each order receiving the highest number of votes shall be considered elected as alternates in the order of their votes. Deputies shall be elected at the annual meeting of the Convention which is at least twelve months but not more than twenty-four months prior to the General Convention.

Section 2. In case any of those elected shall decline such election or will be unable to attend, such individual shall forthwith inform the Ecclesiastical Authority of the Diocese and the said

Ecclesiastical Authority shall thereupon appoint one of the alternates in the order of their election; if none of the alternates elected shall accept such appointment, the Ecclesiastical Authority may appoint a deputy of the same order as the deputy who resigned.

Section 3. Clerical and lay deputies to the Provincial Synod shall be appointed by the Bishop with the advice and consent of the Diocesan Council and shall be in such numbers as the Bishop may deem to be appropriate; provided, however, that no fewer than one in each order shall be appointed to attend.

#### ARTICLE X THE ECCLESIASTICAL AUTHORITY

Section 1. The Ecclesiastical Authority is the Bishop. In case of the Bishop's absence or disability, the Bishop may temporarily place in charge of the Diocese as the Ecclesiastical Authority, the Bishop Coadjutor, or, if there be none or in the case of the Bishop Coadjutor's absence or disability, the Suffragan Bishop, if there be one. If no Bishop be qualified and able to act, or in the case of a vacancy in the Episcopate, the Ecclesiastical Authority shall be the Standing Committee.

Section 2. Whenever in this Constitution or the Canons or the Diocese, provision is made for action by the Bishop, such action, except as otherwise specifically provided, shall be taken by the Ecclesiastical Authority as herein defined.

#### ARTICLE XI OFFICE OF THE BISHOP

Section 1. The election of the Diocesan Bishop, a Bishop Coadjutor or Suffragan Bishop, shall take place at the annual meeting of the Convention, when notice of such intention to elect has been given by the Standing Committee at least thirty (30) days prior to the meeting, or at a special meeting of the Convention which has been duly called by the Standing Committee for that specific purpose. Balloting shall be by orders with a majority of each order on the same ballot required to elect.

Section 2. The Bishop is the Chief Pastor of this Diocese and may officiate in the liturgical offices of the Church throughout the Diocese.

Section 3. Whenever the Bishop shall issue a pastoral letter, it shall be the duty of every minister in charge of a congregation on the Sunday succeeding its receipt to read said letter to the congregation at all services.

Section 4. All controversies between Rectors of two or more Parishes or between a Vestry and its Rector or between persons adversely claiming to be members of the Vestry of a Parish shall be referred to the Bishop for determination.



Section 5. In all matters affecting the Diocese or any congregation, where no procedure is specifically provided by the General Constitution and Canons or this Constitution and the Canons of the Diocese, the Bishop shall have the power to act for and on behalf of the Diocese or such congregation.

(Amended: Sec. 1, 38th Ann. Conv. 2006) (Amended: Sec. 1, 38th Ann. Conv. 2006)

## ARTICLE XII ASSESSMENTS

Section 1. The Convention shall have the power to raise money by assessment on the Parishes and Missions of the Diocese for the necessary and proper expenses of the Diocese and for any other purposes which from time to time the Convention may authorize.

Section 2. The Convention shall also have the power to impose such penalty as it may see fit, within its lawful authority, for neglect to pay such assessments when imposed.

## ARTICLE XIII STANDING COMMITTEE

Section 1. The Standing Committee shall consist of four clerical members and four lay persons of the Diocese to be elected by ballot. At each annual meeting of the Convention, one clerical member and one lay person shall be elected to serve for four years and no longer. Vacancies in said Committee occurring by death or otherwise shall be filled temporarily by majority vote of the remaining clerical and lay members of the Committee until the next annual meeting of the Convention and then shall be filled by the Convention. Except in the case of members chosen to fill vacancies, no member of the Committee shall be eligible for membership until the annual meeting of the Convention next succeeding the one at which such member's term expires.

Section 2. As soon as practicable after the adjournment or each annual meeting of the Convention, the Standing Committee shall meet and shall elect a President and a Secretary from among its membership.

Section 3. A majority of the members of the Standing Committee shall constitute a quorum, and a majority of a quorum so convened shall be competent to act unless action to be taken in accordance with a specific Canon shall require a larger number.

Section 4. The Committee shall perform the duties assigned to it by the General Convention and by the Diocesan Convention. When a Bishop is in charge of the Diocese, the Committee shall serve as the Bishop's council of advice. If there be no Bishop in charge of the Diocese, then the Committee shall be the Ecclesiastical Authority in all cases, except such as are otherwise provided for by General Convention or Diocesan Convention.

Section 5. The Committee shall report all of its official acts, in writing, to each annual meeting of the Convention.

Section 6. In the event of a vacancy in the Episcopate, and there be no Suffragan Bishop, the Standing Committee, in cooperation with the Diocesan Council, shall make the necessary arrangements for the continuing management of the Diocese. It shall also procure the services of a Bishop as required to serve as a Pastor to the Clergy of the Diocese and to perform episcopal functions.

Section 7. No member of the Standing Committee may be at the same time a member of the Diocesan Council.

#### ARTICLE XIV DIOCESAN COUNCIL

Section 1. There shall be a Diocesan Council which shall exercise all the powers of the Convention between meetings thereof, implementing the directives and policies of that body, initiating and developing new work, but not acting in contravention of the expressed will of the Convention.

Section 2. The Convention shall adopt appropriate Canons as necessary to enable the Diocesan Council fully and properly to function in order to perform its duties and responsibilities.

#### ARTICLE XV PARISHES

Section 1. The Convention shall define by Canon an orderly procedure for the formation and recognition of Parishes.

Section 2. A Parish may be admitted to union with the Convention by majority vote of the Convention, provided that it shall produce satisfactory evidence of its recognition as a Parish pursuant to the Canons.

Section 3. The Convention shall define by Canon an orderly procedure to follow in the event a Parish no longer qualifies for such status.

Section 4. The union between the Convention and a Parish may be dissolved by a majority vote of the Convention if such Parish shall fail to conduct its affairs in accordance with this Constitution and the Canons of the Diocese and the General Constitution and Canons.

ARTICLE XVI  
MISSIONS

Section 1. The Convention shall define by Canon an orderly procedure for the formation and organization of Missions.

Section 2. An organized mission may be admitted to union with the Convention by majority vote of the Convention, provided that it shall produce satisfactory evidence of its status as an organized mission pursuant to the Canons.10

Section 3. The Convention shall define by Canon an orderly procedure to follow in the event a Mission no longer qualifies for organized status.

Section 4. The union between the Convention and a Mission may be dissolved by a majority vote of the Convention if such Mission shall fail to conduct its affairs in accordance with this Constitution and the Canons of this Diocese and the General Constitution and Canons.

ARTICLE XVII  
CANONS

The Convention may enact, amend, or repeal Canons upon such matters as it may deem proper, but which shall not be inconsistent with the provisions of this Constitution.

ARTICLE XVIII  
AMENDMENT

Section 1. An amendment to this Constitution shall require concurrent action by two successive annual meetings of Convention.

Section 2. At the initial annual meeting, any proposed amendment shall be introduced by written resolution and if approved by a majority of each order voting separately thereon, shall lie over until the annual meeting next following.

Section 3. If at the subsequent annual meeting, the amendment shall be approved by a two-thirds majority of each order voting separately thereon, and by the Bishop (unless there is a vacancy in the Episcopate or the Bishop is absent), the amendment shall be adopted. If the Bishop shall not approve, a three-quarters majority of each order shall be required for the amendment to be adopted.

Section 4. Each amendment shall be in force as of the date of its adoption unless a future date shall be specified in the amendment itself.

ARTICLE XIX  
REPEAL OF FORMER CONSTITUTIONS

All former Constitutions of this Diocese are hereby annulled and repealed; provided, however, that any previous action taken in accordance with them shall not be in any manner affected.

Constitution Page 10

#### **Resolution 4-Revisions to the Canons**

**TITLE:** Revisions to the Canons of the Protestant Episcopal Church in the Diocese of Hawai‘i

**SPONSOR:** Standing Committee

**CONTACT NAME:** Chuck Spence, President of Standing Committee

**ADDRESS:** 229 Queen Emma Sq.. Honolulu, HI 96813

**PHONE:** 808-536-7776

**EMAIL:** [chuck@trinitybts.org](mailto:chuck@trinitybts.org)

BE IT RESOLVED, that the Canons of the Protestant Episcopal Church in Hawai‘i be amended as follows:

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**CANONS OF THE PROTESTANT EPISCOPAL CHURCH  
IN THE DIOCESE OF HAWAII**

**As amended through  
~~October 24, 2015~~**

**Proposed amendments on Oct. 26, 2019**

**See Strike out of earlier canon in RED.**

**New or amended language proposed for adoption in BLUE.**

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# CANONS

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# CANONS

## I. THE CONVENTION

### **Canon 1. Clerical Members of Convention**

Sec. 1.1. At least two weeks prior to the day of convening of the Convention in any annual or special session, the Bishop, or, if there be no Bishop, the President of the Standing Committee, shall cause to be prepared a list of all the clergy canonically resident in this Diocese, specifying the dates of the beginning of their canonical residence and the titles of their respective Pastoral Cures, or, in the case of those without Pastoral Cure, the dates above prescribed, the names of their respective positions, if any, and their places of residence; but no such clergy while suspended from the ministry shall have a place on such list. There shall be indicated on such list the names of such clergy entitled to seats and votes in the Convention as prescribed by Article III of the Constitution of this Diocese, and such indication shall be taken as presumptive evidence of the rights of those who shall be thus indicated, and of the right of no others. Such list shall be laid before the Convention immediately after it shall have been called to order and shall be appended to the Journal. ~~This list shall include clergy of denominations...~~ The clerical membership of the Convention shall be constituted as follows: All **Bishops**, Priests, and Deacons **who are canonically resident in the Diocese, as well as** 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. **Chaplains at Episcopal Schools who are ordained in full-communication partner Churches, but are not Episcopal clergy may be given seat and voice at Convention, but not vote.**

Sec. 1.2. If the right of any clergy to a seat and vote in the Convention is claimed or disputed, the Convention, after having heard the report and recommendation, if any, of the Committee on Credentials, shall determine either question in conformity with the provisions of the Constitution of the Diocese and of these Canons.

Sec. 1.3. It shall be the duty of all clergy having the right to vote in the Convention to attend every meeting thereof. Such clergy who shall absent themselves from Convention shall do so only with the previous consent of the Bishop.

(Amended: Sec. 1.1, 47th Ann. Conv. 2015. **Amended: Sec.1.1, 51<sup>st</sup> Ann. Conv. 2019**)

### **Canon 2. Lay Members of Convention**

Sec. 2.1. The election of lay delegates and alternate lay delegates to the Convention of this Diocese shall be certified by the Rector, Vicar, or Priest-in-Charge of the Parish or Mission which they represent, or, in the absence of such a person, by a Warden of such Parish or Mission, and also, in every case, by the Clerk of such Parish or Mission. Certification of their election shall be upon a form approved by the Committee on Credentials, and no other

certificate or evidence of the election of any lay delegate or alternate lay delegate shall be allowed or received except in accordance with Canon 2.4 below. The Secretary of the Convention, not less than one month before the date appointed for the convening of an annual or special meeting of the Convention, shall send to the Rector of every Parish and a Vicar of every Mission in canonical union with the Convention blank certificates of election of lay delegates and alternate lay delegates; provided, that if any such Parish or Mission be without a Rector or a Vicar, then such blank certificates shall be sent to the Priest-in-Charge thereof or if there be none, to the Senior Warden or Bishop's Warden.

Sec. 2.2. The certificates of election herein prescribed shall be delivered to the Committee on Credentials, through its Chairman, not less than ten days prior to the day appointed for the convening of the Convention. From these certificates, the Committee on Credentials shall prepare a list of the lay delegates entitled to seats and votes in the Convention, and such list shall be appended to the Journal.

Sec. 2.3. If the right of any lay delegate to a vote in the Convention is claimed or disputed, the Convention, after having heard the report and recommendation, if any, of the Committee on Credentials, shall determine either question in conformity with the provisions of the Constitution of the Diocese and of these Canons.

Sec. 2.4. In the case of failure of one or more delegates or alternates from any Parish or Mission to attend the Convention, the Rector, Vicar, or Priest-in-Charge of such congregation shall have the power to appoint alternates to replace them. In the absence of such Rector, Vicar, or Priest-in-Charge, or such person's failure to act, the power of appointment shall fall to the Wardens in order of precedence. In the event there be no Wardens, or upon their failure to act, the power of appointment shall fall to the Bishop. Any such appointments shall be promptly reported to the Committee on Credentials.

Sec. 2.5. The lay delegates elected for an annual meeting of the Convention shall serve as delegates for any special meeting of the Convention which shall be convened subsequent to such annual meeting of the Convention and prior to the following annual meeting, provided, however, that any Parish or Mission has the power to fill vacancies or to make changes in their delegation, giving due notice thereof to the Committee on Credentials in accordance with the provisions of this Canon.

Sec. 2.6. It shall be the duty of every Parish and Mission entitled to representation in the Convention to send lay delegates to every session of the Convention in accordance with the provisions of the Constitution. It shall be the duty of lay delegates to insure by their attendance at all sessions of that Convention of which they are members that their Parish or Mission electing them is at all times fully represented.

Sec. 2.7. If, for whatever cause, a Parish or Mission is not represented at any Convention or during any portion thereof, such Parish or Mission shall nonetheless be bound by all acts of such Convention.

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

(Amended: Sec. 2.1, 11<sup>th</sup> Ann. Conv. 1979; Sec. 2.8, 29<sup>th</sup> Ann. Conv. 1997)

### **Canon 3. The Secretary of the Convention**

Sec. 3.1. In addition to the duties prescribed in the Constitution of the Diocese and elsewhere in these Canons, the Secretary of the Convention shall have the following responsibilities:

Sec. 3.1.1. To record the minutes of the proceedings of the Convention and, when approved by the Committee for the Approval of the Minutes, to enter them in the Journal.

Sec. 3.1.2. To send the blank certificates of election of lay delegates and alternates as required by Sec. 2.1.

Sec. 3.1.3. To furnish a list of the members of every special committee appointed ad interim to the chairman of such committee, with a copy of the resolution creating it.

Sec. 3.1.4. To send to the Secretary of the House of Deputies of the General Convention a proper certificate of the election of Clerical and Lay Deputies as representatives in the General Convention, and to perform such other duties as may be required by the authority of the General Convention.

Sec. 3.2. The Secretary of the Convention shall attend to the production, under the supervision of the Bishop, and distribution of a sufficient number of copies of the Journal of the Convention which shall contain a directory of Diocesan officers, commissions, and departments, a list of the clergy of the Diocese and of Parishes and Missions and of lay delegates present at the meeting of the Convention, the Bishop's annual address to the Convention, the minutes of the proceedings of the Convention, a list of the Committees of the Convention, the Necrology, and such reports to the Convention as may be specified. Distribution of said Journal shall be made as follows:

Sec. 3.2.1. One copy to every member of the clergy canonically resident and domiciled in the Diocese.

Sec. 3.2.2. One copy to the clerk of each Parish and Mission in the Diocese.

Sec. 3.2.3. Two printed copies certified to be correct by the Bishop and by the Secretary of the Convention to the Registrar.

Sec. 3.2.4. One copy each to the Presiding Bishop, the President of the House of Deputies, the Chairman of the Joint Commission on the State of the Church, and to such others as required by the General Convention or Ecclesiastical Authority.

Sec. 3.3. The Secretary shall furnish to the Treasurer of the Diocese within one month after the adjournment sine die of the session of the Convention, a true statement of all special appropriations allowed by the Convention and not included in any approved budget. The Secretary shall also examine and certify to the Treasurer of the Convention the bills for printing and other expenses of the Journal and for any other official work as appropriate.

Sec. 3.4. The Secretary shall perform any other duties of the office as the General Constitution and Canons, the Convention and the Ecclesiastical Authority may direct.

(Amended: 11<sup>th</sup> Ann. Conv. 1979; Sec. 3.2, 16<sup>th</sup> Ann. Conv. 1984; 32<sup>nd</sup> Ann. Conv. 2000)

#### **Canon 4. The Treasurer of the Convention**

Sec. 4.1. The Treasurer of the Diocesan Council shall be ex officio, the Treasurer of the Convention.

Sec. 4.2. It shall be the duty of the Treasurer to establish the budget for each annual meeting of the Convention and any special meeting of the Convention and to submit the same to the Diocesan Council for inclusion in the annual budget to be presented to the Convention.

Sec. 4.3. It shall be the duty of the Treasurer of the Convention to administer the shared travel expense fund of the Convention in the following manner:

Sec. 4.3.1. The total amount of the air fare of all members of Convention, both clerical and lay, parochial and non-parochial, who shall be located on islands other than the island on which the Convention is to be held shall be determined.

Sec. 4.3.2. Such amount shall be divided by a number equal to the maximum number of lay members of the Convention.

Sec. 4.3.3. The share of each Parish and Mission shall be determined by multiplying the figure arrived at in Sec. 4.3.2 above times the number of lay delegates to which such Parish or Mission is entitled. Such amount shall be collected by the Treasurer prior to the meeting of the Convention being convened.

Sec. 4.3.4. Upon certification of actual travel expenses of each clerical member of the Convention and from each Parish or Mission of its lay delegates to the Convention who

attended from an island other than the island on which the Convention was held, the Treasurer shall disburse the appropriate amounts.

Sec. 4.3.5. In the event of a surplus in the fund, such surplus ~~shall be utilized in the subsequent year and the travel expense fund assessments to each Parish and Mission shall be reduced accordingly~~ *may accrue for Conventions held on neighbor islands and* be utilized in ~~the~~ subsequent years ~~and or~~ the travel expense fund assessments to each Parish and Mission ~~shall~~ *may* be reduced accordingly.

Sec. 4.3.6. In the event any Parish or Mission ~~shall fail is unable~~ to remit, its share as required, an amount equal to such share shall be deducted from the payments of its Diocesan assessment and in the event this results in a deficiency in the latter, appropriate sanctions found elsewhere in these Canons shall apply.

Sec. 4.4. The Treasurer shall perform any other duties pertaining to the office as the Convention or the Ecclesiastical Authority may direct.

**(Amended: 4.3.5 and 4.3.6, 51<sup>st</sup> Ann. Conv. 2019)**

## **Canon 5. Business of the Convention**

Sec. 5.1. At the opening of Convention, the President shall call it to order.

Sec. 5.1.1. In the absence of a Bishop, the President of the Standing Committee shall call the Convention to order and a President pro tempore of the Convention shall be elected from among its members.

Sec. 5.2. The President shall call for a report from the Committee on Credentials in order to ascertain the presence of a quorum. In the event such a quorum is present, the President shall declare the Convention open and ready for business.

Sec. 5.3. The President shall then call for a report from the Committee on Dispatch of Business which shall recommend such changes, if any, as may be appropriate to the Standing Order of Business. For all annual meetings of the Convention, such Order of Business shall include the following:

Announcement of committee appointments;

Nominations from the floor for offices to be filled by the Convention;

The election of officers;

The presentation of annual reports;

The report of the Treasurer of the Diocese;

Presentation of the annual budget;

Reports of committees of the Convention and of Diocese as appropriate;

The selection of the times and places for subsequent annual meetings of the Convention.

(Amended: Sec. 5.3, 33<sup>rd</sup> Ann. Conv. 2001)

## **Canon 6. Committees of the Convention**

Sec. 6.1. Within 120 days of the adjournment of each annual meeting of the Convention, the President of the Convention shall appoint the membership of those committees enumerated hereafter. Additional committees may be created by the Convention as deemed appropriate. The members of each committee shall serve until the convening of the annual meeting of the Convention next following the one to which they are elected and any vacancies occurring may be filled immediately. The President shall announce the appointments at each annual meeting of the Convention. Except as otherwise indicated, the composition and membership of each committee shall be determined at the discretion of the President.

Sec. 6.2. The Committee on Credentials shall consider all claims and disputes affecting the right to seat or representative privilege in the Convention and shall perform such other like duties as may be assigned to it by these Canons or by the Convention. The Secretary of the Convention shall be a member of this committee ex officio.

Sec. 6.3. The Committee on Dispatch of Business shall arrange the agenda for sessions of the Convention, expedite the transaction of business in an orderly manner and present for consideration of the Convention all unfinished or delayed business. The committee shall also consider, prior to and during the Convention sessions, all proposed additions to, amendments to and alterations of the Rules of Order of the Convention. The Chancellor shall be a member of this committee ex-officio.

Sec. 6.4. The Committee on Nominations shall present candidates for each office or position to be elected. Upon the request of the Bishop, this committee shall act as a council of advice with regard to those Diocesan offices or positions which are filled on the appointment of the Bishop and confirmation by the Convention.

Sec. 6.5. The Committee on Constitution and Canons shall have the responsibility to consider and report to the Convention on all proposed changes to the Constitution and Canons, and the Charter of the Diocesan Corporation.

Sec. 6.6. The Committee on Elections shall have the duty to supervise, in the interest of accuracy and fairness, all elections by ballot of the members of the Convention and also, when requested by the President, to determine the results of other voting by the Convention.

~~**Sec. 6.7. The Committee on Necrology shall have the duty to report to each annual meeting of the Convention a list of clergy and laity who since the last annual meeting of the Convention have departed this life and shall offer suitable memorials or resolutions pertaining thereto.**~~

**Renumbered Sec. 6.7.** The Committee on Resolutions shall consider and evaluate such resolutions as shall be referred to it by the President of Convention and shall recommend to the Convention such action thereon as it deems appropriate. The committee may offer resolutions of courtesy on its own initiative. The resolutions which shall be referred to the Committee on Resolutions shall be those which do not fall within the purview of any other committee or commission of the Convention.

**Renumbered Sec. 6.8.** The Committee on the Bishop's Address **shall may** present to the Convention matters raised in the Bishop's Address for which consideration and action by the Convention **is may be** necessary or proper.

**Renumbered Sec. 6.9.** The Committee to Approve the Minutes of the Convention shall have the responsibility of reviewing the minutes and the approval of same prior to their being printed in the Journal.

**Renumbered Sec. 6.10.** The Committee on Convention Plans shall have the responsibility of planning for the annual meetings and any special meetings of the Convention. In addition to any members appointed by the President, there shall be the following exofficio members: The President, the Chancellor, the Chairman of each of the above committees and the Secretary and Assistant Secretary of the Convention.

(Amended: Sec. 6.11, 16<sup>th</sup> Ann. Conv. 1984. **Amended: Sec. 6.7 and renumbered Sections 6.8, 6.9, 6.10, 51<sup>st</sup> Ann. Conv. 2019**)

## **Canon 7. Rules of Order**

**Sec. 7.1.** In addition to the Constitution and Canons of this Diocese, but not in conflict therewith, for the regulation of legislative action, the proceedings of the Convention shall be by Rules of Order, which, having been once adopted, shall continue in force until they shall have been amended, repealed or suspended.

## **II. OFFICERS OF THE DIOCESE**

### **Canon 8. The Treasurer of the Diocese**

**Sec. 8.1.** In addition to the duties prescribed elsewhere in these Canons and as enumerated in the By-Laws of the Diocesan Corporation, the Treasurer of the Diocese shall have the following responsibilities:

Sec. 8.1.1. To act as the financial agent of the Diocese for the receipt and disbursement of funds collected under the authority of the Convention, the receipt and disbursement whereof are not otherwise regulated.

Sec. 8.1.2. As requested, to present to the Diocesan Council, a report at any meeting thereof as to the financial condition of the Diocese from time to time.

Sec. 8.1.3. To present annually to the Convention a written account of the several funds in the custody of the Treasurer for the previous fiscal year.

Sec. 8.1.4. To deliver to a duly elected successor all funds, credit accounts, papers and books belonging to the Diocese and held in custody and to take a proper receipt therefor.

Sec. 8.2. The accounts and records of the Treasurer shall be audited annually by an independent certified public accountant approved by the Diocesan Council.

Sec. 8.3. The Treasurer may be removed from office at any time by the Bishop, acting by and with the advice and consent of the Diocesan Council, for any neglect, misconduct or incapacity.

Sec. 8.4. The Treasurer shall receive such salary as is approved by the Convention upon the recommendation of the ~~Diocesan Council~~ *Standing Committee*.

**(Amended: Sec. 8.4, 51<sup>st</sup> Ann. Conv. 2019)**

### **Canon 9. The Registrar of the Diocese**

Sec. 9.1. It shall be the duty of the Registrar of the Diocese to receive and preserve in some safe place, the Journals of the Convention of this Diocese, the Journals of the General Convention, such other records as belong or shall hereafter belong to the Convention and all Parish Registers, documents and papers belonging to the Diocese, the Standing Committee or other Diocesan bodies or officers and not required to be kept by any other person or officer.

Sec. 9.2. The Diocese shall provide a fireproof safe in a suitable place for the safekeeping of the Registrar's records.

Sec. 9.3. In the case of the death or inability to act of the Registrar, a successor shall be confirmed by a majority vote of the Diocesan Council upon the appointment by the Bishop.

### **Canon 10. The Historiographer of the Diocese**

Sec. 10.1. It shall be the duty of the Historiographer of the Diocese to collect and preserve such materials as can be obtained relative to the history of the Diocese, its Bishops, Parishes, Missions, institutions and undertakings, and so to arrange, catalog and classify all such books, documents, photographs and papers in his custody as to make their content accessible for



reference and research. All such materials shall remain the property of the Diocese and shall be delivered to the custody of a duly elected successor in office.

Sec. 10.2. Records and materials in the custody of the Historiographer shall be available for research purposes to persons approved by the Bishop, and shall be made accessible by the Historiographer under such rules as may be reasonably established.

Sec. 10.3. The Historiographer, when requested by either the Bishop or the Convention, shall obtain, prepare and furnish material or data on any specific matter and shall make a report of such findings to the Bishop or the Convention at its next annual session as appropriate.

Sec. 10.4. The Historiographer shall annually present to the Convention a written report showing the performance of the duties of the office, the condition of the collections and the additions made to them, with such recommendations as may appear proper concerning their safe preservation, arrangement and increase, and concerning the best method of securing to the Church a knowledge of all matters of importance contained therein.

### **Canon 11. The Chancellor of the Diocese**

Sec. 11.1. In addition to the duties elsewhere prescribed in the Constitution of the Diocese and these Canons, it shall be the duty of the Chancellor:

Sec. 11.1.1. To serve as parliamentarian to the meetings of the Convention and the Diocesan Council.

Sec. 11.1.2. On request of the Ecclesiastical Authority of the Diocese to render opinions as to legal construction of the General Constitution and Canons and of the Diocesan Constitution and Canons.

Sec. 11.1.3. To be the advisor, when requested by each, confidential or otherwise, of the Bishop, the Diocesan Council, and the Standing Committee.

Sec. 11.1.4. To represent the Diocese, unless unable to do so, in all litigation involving the interest, rights, or property of the Diocese.

Sec. 11.1.5. On the request of the same, to give advice and assistance to the Parishes and Missions of the Diocese.

Sec. 11.2. In fulfilling the duties enumerated above, the Chancellor may call on the services of the Vice Chancellor and Deputy Vice Chancellors, if any.

Sec. 11.3. In the event of a vacancy in the office of Chancellor or Vice Chancellor, the Bishop, with the advice and consent of the Diocesan Council, may appoint a successor until the next annual meeting of the Convention.

Sec. 11.4. Whenever the Bishop shall so desire, subject to confirmation by a majority vote of the Convention, the Bishop may appoint an individual who has previously served the Diocese as Chancellor to the honorary position of Chancellor Emeritus. Appointment to the honorary position of Chancellor Emeritus shall continue for the appointee's lifetime unless and until such appointee shall resign or shall be removed pursuant to the provisions of Canon 12.

(Added: Sec. 11.4, 20<sup>th</sup> Ann. Conv. 1988)

### **Canon 12. Removal of Officers**

Sec. 12.1. If, while the Convention is not in session, a majority of the whole number of the members of the Diocesan Council shall deem it necessary or expedient to remove from office any of the officers of the Diocese or officers of the Convention, the reason therefor shall be communicated to the Bishop in writing and the Bishop thereupon shall call a special meeting of the Standing Committee to consider the matter.

Sec. 12.2. If upon hearing the charges and the defense, if any, the Standing Committee, or a majority of the whole membership thereof, shall find such removal in the best interests of the Diocese, and if the Bishop shall concur in such judgments, such removal shall be ordered by the Bishop.

## **III. ORGANIZATION OF THE DIOCESE**

### **Canon 13. The Diocesan Council**

Sec. 13.1. There shall be a Diocesan Council (hereinafter referred to as the "Council") which shall be composed of *non-elected members* (the Bishop Diocesan, the Bishop Coadjutor and the Bishop Suffragan) and the following members elected by the Convention: five (5) clerical members, ~~one (1) lay member each from the Counties of Hawai'i, Kauai, Maui, and the City and County of Honolulu, and three (3) lay members at-large.~~ *and seven (7) lay members as follows:* one (1) lay member each from the Counties of Hawai'i, Kauai, Maui, and *one (1) lay member from the following areas the City and County of Honolulu of Oahu: Central Oahu (downtown Honolulu), East Oahu, West Oahu (Leeward coast and central), and Windward Oahu, for a total of 12 elected members of the Diocesan Council.* Members shall be divided into three (3) classes so that the terms of four (4) members shall expire each year with no more than two (2) clerical members in a class. Class 1 will consist of one (1) clergy, ~~one (1) lay member at-large,~~ the Hawai'i lay member, and ~~two (2) Honolulu Oahu~~ *two (2) Honolulu Oahu* lay members. Class 2 will consist of two (2) clergy members, the Kauai lay member, and one (1) ~~lay member at-large.~~ *Oahu lay member.* Class 3 will consist of two (2) clergy, the Maui lay member, and one (1) ~~lay member at-large.~~ *Oahu lay member.* Each lay member shall be, at the time of election, at least eighteen (18) years of age and a communicant in good standing and each clerical member shall be canonically resident in the Diocese of Hawai'i. The Council shall have power to fill vacancies occurring through any cause in its membership elected by the Convention, for the remainder of such term; unless such vacancy occurs sixty (60) days before the annual meeting of the Convention; in which case the vacancy shall be filled through election by the Convention. A vacancy in a county membership shall be filled by a person from the County from which such

vacancy exists for such unexpired term. A permanent vacancy shall be declared to exist upon the majority vote of the entire membership of the Diocesan Council when a member shall have been absent, without cause, for three (3) successive regular Diocesan Council meetings or for a period of three (3) successive months, if more than three (3) regular meetings have been held within such period. A majority of the members shall constitute a quorum; provided, however, that the quorum shall contain a minimum of two (2) clerical members. No member, who has served two (2) consecutive full three-year terms, shall be eligible for reelection until the second annual meeting of the Convention following the annual meeting at which said terms expire. The terms of the members shall be three (3) years; however, they shall remain in office until their respective successors have been elected. No member shall serve concurrently on the Standing Committee.

(Amended: 24<sup>th</sup> Ann. Conv. 1992; 26<sup>th</sup> Ann. Conv. 1994, eff. after 27<sup>th</sup> Ann. Conv. 1995; 30<sup>th</sup> Ann. Conv. 1998; 31<sup>st</sup> Ann. Conv. 1999; 37<sup>th</sup> Ann. Conv. 2005; 39<sup>th</sup> Ann. Conv. 2007; 43<sup>rd</sup> Ann. Conv. 2011. **Amended: 13.1, 51<sup>st</sup> Ann. Conv. 2019**)

Sec. 13.2. The officers of the Council shall be a President, who shall be the Bishop; a Vice President, who shall be the Bishop Coadjutor, if there be one, or, if not, the Suffragan Bishop, if there be such, and if none such, then a member elected by the Council; a Treasurer appointed by the Bishop with the advice and consent of the Council, an Assistant Treasurer elected by the Council from among its own members, and a Secretary and Assistant Secretary elected by the Council from among its own members. In the absence of the President, the Vice President shall be the presiding officer.

Sec. 13.3. The Council shall have the following responsibilities:

Sec. 13.3.1. The Council shall exercise all powers of the Convention between meetings thereof and shall act on its behalf with regard to all matters.

Sec. 13.3.2. The Council shall be the program planning and policy making body of the Diocese between meetings of the Convention.

Sec. 13.3.3. The Council shall interpret, detail and/or adjust any policy, program and budget to meet the realities of changing situations and availability of funds.

Sec. 13.3.4. The Council may approve the initiation and development of such new work between annual meetings of the Convention as is deemed necessary and consistent with Convention policy.

Sec. 13.4. The duties of the Council shall be to:

Sec. 13.4.1. Provide leadership for enabling congregations to meet the mission and vision of the Diocese.

Sec. 13.4.2. Shall annually submit to the Convention a budget based on

the goals and objectives developed for the ensuing year for the program of the Diocese, including administrative expenses and the Diocesan contribution to the National Church.

Sec. 13.4.3. Provide for an annual review and revision of the personnel policies to cover clergy and lay members employed by the Diocese and clergy and lay workers within the Parishes and Missions of the Diocese.

Sec. 13.4.4. In the event of a vacancy in the Episcopate, and there be no Suffragan Bishop, in cooperation with the Standing Committee, to make the necessary arrangements for the continuing management of the Diocese.

Sec. 13.5. In accordance with Canon 18, the Council may from time to time establish such commissions, committees, task forces, and other groups as are necessary to aid the Council in conducting the business of the Diocese. All Bishops of the Diocese shall be, ex officio, members of each commission, committee, task force, or other group established by Council, and the Bishop Diocesan, or the Vice President of Council if there is no Bishop Diocesan, shall appoint the conveners, chairs, and members of all such groups with the advice of Council.

(Amended: 31<sup>st</sup> Ann. Conv. 1999. The amendments adopted at the annual meeting in 1999 became effective at the convening of the annual meeting in 2000; Amended: Secs. 13.4 and 13.5, 43<sup>rd</sup> Ann. Conv. 2011)

### **Canon 13A. Regions**

Sec. 13A.1. There shall be seven regions (“Regions”, each of which is a “Region”). The Regions of Hawai`i, Kauai and Maui shall include parishes, missions and institutions in the Counties of Hawai`i, Kauai and Maui, respectively. The Regions of Central O`ahu, East O`ahu, West O`ahu and Windward O`ahu shall include the parishes, missions and institutions in the City and County of Honolulu as determined from time to time by the Diocesan Council. Institutions shall include those described in Canon 16 but not those described in Canon 17.

Sec. 13A.2. Each Region shall nurture its churches and institutions and help them to relate to the wider Church, shall be tools of evangelism, and shall do such other things as it may deem useful to further the Kingdom of God. The manner in which Regions accomplish this shall be the decision of each Region.

(Adopted: 24<sup>th</sup> Ann. Conv. 1992; Amended: Sec. 13A.2 and 13A.2A, 27<sup>th</sup> Ann. Conv. 1995; 31<sup>st</sup> Ann. Conv. 1999. The amendments adopted at the annual meeting in 1999 became effective at the convening of the annual meeting in 2000; Amended in its entirety: 43<sup>rd</sup> Ann. Conv. 2011)

### **Canon 14. The Standing Committee**

Sec. 14.1. There shall be a Standing Committee for Diocese of Hawai`i as provided for by the Constitution of the Diocese and the Constitution and Canons of the Protestant Episcopal Church in the United States of America *otherwise known as The Episcopal Church, (which is hereby recognized as designating this Church).*

Sec. 14.2. It shall be the duty of the Standing Committee, along with other duties as prescribed by the Constitution of the Diocese and the Constitution and Canons of the Protestant Episcopal Church in the United States of America to serve as the Bishop's council of advice.

Sec. 14.3. It shall be the duty of the Standing Committee to conduct a mutual ministry review with the Bishop and the Diocese at least once every three years.

Sec. 14.4. It shall be the duty of the Standing Committee to review annually the compensation to be paid to the Bishops and all clergy and lay employees of the Diocese. *Position descriptions, letters of agreement, and prior performance evaluations for all staff members shall be available to the Standing Committee for this annual review. The Standing Committee is ~~and~~* to make recommendations pertinent thereto to the Diocesan Council and to the Convention.

(Amended in its entirety, 43<sup>rd</sup> Ann. Conv. 2011; added: Secs. 14.3 and 14.4, 47th Ann. Conv. 2015. **Amended: Sec. 14.1 and Sec. 14.4, 51<sup>st</sup> Ann. Conv. 2019**)

### **Canon 15. The Commission on Ministry**

Sec. 15.1. The membership of the Commission on Ministry shall consist of four (4) clerical members canonically resident in this Diocese and four (4) lay members. The members shall be appointed by the Bishop and confirmed by a majority vote of the members of the Convention at the annual meeting for terms of four (4) years or until their successors are duly appointed and confirmed. The terms of the members shall be staggered so that the term of one member in each order shall expire at each annual meeting of the Convention. Should a vacancy occur between annual meetings of the Convention, it may be filled for the remainder of the term by appointment of the Bishop and confirmation by the Standing Committee.

Sec. 15.2. The Commission on Ministry may adopt rules for its work, subject to the approval of the Bishop.

Sec. 15.3. The Commission on Ministry shall assist the Bishop in matters pertaining to the enlistment and selection of persons for the Ministry: in the guidance and pastoral care of all Postulants, Candidates for Holy Orders, Deacons, *and Licensed Lay Ministries; Deaconesses, if ~~there be such, and Professional Church Workers;~~* and shall assist the Bishop in matters pertaining to the continuing education of the Ministry.

*Sec.15.3.1 Regarding Licensed Lay Ministries, a confirmed communicant in good standing or, in extraordinary circumstances, subject to guidelines established by the Bishop, a communicant in good standing, may be licensed by the Ecclesiastical Authority to serve as Pastoral Leader, Worship Leader, Preacher, Eucharistic Minister, Eucharistic Visitor, Evangelist, or Catechist. Requirements and guidelines for the selection, training, continuing education, and deployment of such persons, and the duration of licenses shall be*

*Sec.15.3.2 (a) The Member of the Clergy or other leader exercising oversight of the congregation or other community of faith may request the Ecclesiastical Authority with*

*jurisdiction to license persons within that congregation or other community of faith to exercise such ministries. The license shall be issued for a period of time to be determined under General Canon III.4.1(a) and may be renewed. The license may be revoked by the Ecclesiastical Authority upon request of or upon notice to the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith.*

*(b) In renewing the license, the Ecclesiastical Authority shall consider the performance of the ministry by the person licensed, continuing education in the licensed area, and the endorsement of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith in which the person is serving.*

*(c) A person licensed in any Diocese under the provisions of this Canon may serve in another congregation or other community of faith in the same or another Diocese only at the invitation of the Member of the Clergy or other leader exercising oversight, and with the consent of the Ecclesiastical Authority in whose jurisdiction the service will occur.*

*Sec.15.3.3: A Pastoral Leader is a lay person authorized to exercise pastoral or administrative responsibility in a congregation under special circumstances, as defined by the Bishop.*

*Sec.15.3.4: A Worship Leader is a lay person who regularly leads public worship under the direction of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith.*

*Sec.15.3.5: A Preacher is a lay person authorized to preach. Persons so authorized shall only preach in congregations under the direction of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith.*

*Sec.15.3.6: A Eucharistic Minister is a lay person authorized to administer the Consecrated Elements at a Celebration of Holy Eucharist. A Eucharistic Minister should normally act under the direction of a Deacon, if any, or otherwise, the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith.*

*Sec.15.3.7: A Eucharistic Visitor is a lay person authorized to take Consecrated Elements in a timely manner following a Celebration of Holy Eucharist to members of the congregation who, by reason of illness or infirmity, were unable to be present at the Celebration. A Eucharistic Visitor should normally act under the direction of a Deacon, if any, or otherwise, the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith.*

*Sec.15.3.8: A Catechist is a lay person authorized to prepare persons for Baptism, Confirmation, Reception, and the Reaffirmation of Baptismal Vows, and shall function under the direction of the Member of the Clergy or other leader exercising oversight of the congregation or other community of faith.*

*Sec.15.3.9: An Evangelist is a lay person who presents the good news of Jesus Christ in such a way that people are led to receive Christ as Savior and follow Christ as Lord*

*in the fellowship of the Church. An Evangelist assists with community's ministry of evangelism in partnership with the Presbyter or other leader exercising oversight of the congregation, or as directed by the Bishop.*

Sec. 15.4. In the presence and under the guidance and oversight of the Bishop, the Commission on Ministry shall interview each Candidate prior to ordination, alike to the Diaconate and the Priesthood, to ascertain such Candidate's personal readiness for such ordination. The results of this interview shall be reported in writing without delay to the Bishop and the Standing Committee.

Sec. 15.5. In those cases where the conduct and evaluation of the examination of persons for Holy Orders is assigned to the Commission on Ministry, the Commission shall make the report called for under Title III, **Canon 15, Section 4** ~~Canon 31~~ of the General Canons and shall transmit a copy of said report to the General Board of Examining Chaplains.

(Amended: Sec. 15.1 and Sec. 15.5, 33<sup>rd</sup> Ann. Conv. 2001. **Amended: Sec. 15.3 and added Sec. 15.3.1 through 15.3.9, and amended 15.5, 51<sup>st</sup> Ann. Conv. 2019**)

## **Canon 16. Organizations and Institutions**

Sec. 16.1. Institutions of Parishes and Missions.

Sec. 16.1.1. No Mission shall create, sponsor, or participate in the creation of any institution such as a day school, day kindergarten, day-care school, retirement home, nursing home, community house, or other institution of a similar nature unless it shall first be approved by the Vicar, the Bishop's Committee, the Ecclesiastical Authority, and the Diocesan Council.

Sec. 16.1.2. No Parish shall create, sponsor, or participate in the creation of any institution such as a day school, day kindergarten, day-care school, retirement home, nursing home, community house, or other institution of a similar nature unless it shall first be approved by the Rector, the Vestry, and the Ecclesiastical Authority.

Sec. 16.2. Organizations and Institutions of the Diocese.

Sec. 16.2.1. No Organization or Institution of the Diocese or of any Parish or Mission shall be incorporated without prior approval of the Diocesan Council, and the Ecclesiastical Authority, and approval by the Chancellor of its charter and bylaws.

Sec. 16.2.2. No Organization or Institution shall be deemed for any purpose the agent of the Diocese, and it may not obligate the Diocese by any contract, or pledge the credit of the Diocese.

Sec. 16.2.3. No Organization or Institution of the Diocese or of any Parish or Mission, whether incorporated or unincorporated, may use the word, Episcopal, in its name without the prior approval of the Ecclesiastical Authority and the Diocesan Council.

Sec. 16.2.4. The Convention may require any Organization or Institution to be terminated.

Sec. 16.3. The Ecclesiastical Authority and the Diocesan Council may require any Organization or Institution of the Diocese or of any Parish or Mission to incorporate under the Hawai`i Nonprofit Corporation Law.

(Adopted: 16<sup>th</sup> Ann. Conv. 1984; Added: Sec. 16A.3, 21<sup>st</sup> Ann. Conv. 1989)  
(Commission on Episcopal Schools repealed: 39<sup>th</sup> Ann. Conv. 2007)

### **Canon 17. Organizations, Institutions and Other Agencies in Affiliation with the Diocese**

Sec. 17.1. Any entity heretofore or hereafter organized may be identified as being affiliated with the Diocese, provided:

Sec. 17.1.1. It shall not be operated for profit and its articles of incorporation and bylaws if it is incorporated or its constitution if it is unincorporated shall specify a religious, charitable or educational purpose;

Sec. 17.1.2. It shall request affiliation with the Diocese, the Ecclesiastical Authority and Diocesan Council shall recommend affiliation to the Convention, the Chancellor shall certify that its articles of incorporation and bylaws or constitution meet the requirements of this Canon, and the Convention shall approve the affiliation by resolution;

Sec. 17.1.3. If incorporated, it shall be and remain in good standing under the Hawai`i Nonprofit Corporation Act; and, except as otherwise provided in this Canon, its articles of incorporation or bylaws or constitution shall provide that the Bishop or another person appointed by the Bishop shall be a member of the governing board; and the election of any person to the governing board shall be subject to the written consent of the Ecclesiastical Authority and of the Diocesan Council; provided, that, this Section 17.1.3 shall not apply, if upon written petition of an entity, the Ecclesiastical Authority and Diocesan Council waive some or all of the requirements of this Section 17.1.3 for entities in which the Church participates with other denominations on an ecumenical basis or in which community or other considerations justify an exception;

Sec. 17.1.4. It shall file with the Secretary of the Diocesan Council copies of its articles of incorporation and bylaws or constitution and all amendments thereto and copies of the minutes of its governing body on a timely basis;

Sec. 17.1.5. It shall make a written report to the annual meeting of the Convention; and

Sec. 17.1.6. It shall permit the Bishop or the Bishop's designee to visit it and examine its books, minutes, records and affairs to determine whether it conforms, and continues to conform, to the provisions of this Canon and whether its standards and performance of its



work and service warrant continued recognition. If in the opinion of the Bishop it shall fail to meet such requirements, the Bishop may so report to the Convention, whereupon the Convention may take such action as, in its discretion, may be deemed appropriate, either to correct undesirable conditions or to end its status as an organization, institution or agency in affiliation with the Diocese.

Sec. 17.2. The Secretary of the Convention shall annually publish and the names of all organizations, institutions or agencies in affiliation with the Diocese in the Journal.

Sec. 17.3. Disclaimer. The affiliation, under the provisions of this Canon, of any entity as a Diocesan institution, or the continued recognition of any Diocesan institution heretofore affiliated, is made without any warranty, representation or assurance of any kind of any responsibility whatever on the part of the Bishop, the Diocese, The Episcopal Church in Hawai`i, or any committee, department, constituent part thereof or any of their employees, agents or representatives for any financial, contractual or legal obligation now existing, or which may hereafter be incurred, by or on behalf of any entity, except as may be expressly undertaken in a written agreement duly executed pursuant to appropriate corporate action authorized by the Convention or Diocesan Council and specifically approved by the Bishop.

Sec. 17.4. Exceptions. This Canon shall not apply to organizations authorized by other Canons, to religious communities, or to a Parish, a Mission, the Cathedral, the National Church or its Eighth Province.

Sec. 17.5. Incorporation. The Ecclesiastical Authority and the Diocesan Council may require any entity affiliated with the Diocese to incorporate under the Hawai`i Nonprofit Corporation Act.

Sec. 17.6. Name. No affiliated entity may use the word "Episcopal" in its name without the prior approval of the Bishop and the Diocesan Council.

Sec. 17.7. No entity within this Diocese shall represent that it is sponsored by or connected with the Church or the Diocese unless it has met and continues to meet the provisions of this Canon.

(Amended: All Sections, 21<sup>st</sup> Ann. Conv. 1989)

## **Canon 18. Committees and Commissions of the Diocese**

Sec. 18.1. To facilitate the work of the Diocese, the Convention or the Diocesan Council may from time to time establish such committees and commissions with such duties as it may determine, and, unless otherwise provided, the Bishop shall appoint members thereto.

Sec. 18.2. A commission, committee, task force, or other group established by Council may include persons not members of the Convention. The Bishop shall be, ex-officio, a member of all commissions and committees established under this Canon.

Sec. 18.3. The committees and commissions shall report and make recommendations to the annual meeting of the Convention next following upon their appointment, at the conclusion of which meeting they shall be considered discharged, unless specific actions contrary be taken.

## **~~IV. MISSIONS, PARISHES AND THE CATHEDRAL~~**

### **IV. THE CATHEDRAL, PARISHES, MISSIONS, AND PREACHING STATIONS**

*All worshipping communities of faith in the Diocese of Hawai'i are equally honored in their service to our Lord Jesus Christ, regardless of their size, finances, or status. The differences between the Cathedral, a Parish, an Aided Parish, a Mission, or a Preaching Station are determined by their responsibilities and structures as delineated below.*

**(Amended: Title IV Heading (to include Preaching Stations) and added an Introductory paragraph to Title IV, 51<sup>st</sup> Ann. Conv. 2019)**

## **Canon 19. Church Records for all Congregations and Church Schools**

Sec. 19.1. Great care shall be taken to preserve church records. The Rector, Vicar or Priest-in-Charge shall be the custodian of the Parish Register. Upon vacating a Cure, the Rector, Vicar or Priest-in-Charge shall deposit the Register with the Senior Warden of the Parish, the Warden of the Mission, or the Bishop.

Sec. 19.2. When a new Parish Register shall be begun in any of the Parishes or Missions, the old one shall be sent to the Registrar for safekeeping, unless the Parish or Mission has a place for safekeeping satisfactory to the Bishop.

Sec. 19.3. The Parish Register as adopted by the General Convention shall be the standard for this Diocese, and every Rector, Vicar, or Priest-in-Charge of a congregation, or the Warden of the same, when there is no Rector, Vicar or Priest-in-Charge, shall make the proper entries in the Register of the Parish or Mission, as required by the Canons of the General Convention.

Sec. 19.4. It shall be the joint duty of every Rector and Vestry, Vicar and Bishop's Committee or other Priest-in-Charge of a Congregation, or, if there is no Rector, Vicar or Priest-

in-Charge, of the Church Wardens, or other proper officers, to prepare, upon the blank form adopted by the General Convention, a report for the year ending December 31st preceding, and to deliver the same by the following first of February to the Ecclesiastical Authority. This report shall include the following information: (1) the number of baptisms, confirmations, marriages and burials during the year; the total number of baptized persons and communicants at the time of the report; (2) a summary of all receipts and expenditures from whatever source derived, and for whatever purpose used, and (3) a statement of the property held by the Parish or Mission, whether real or personal with an appraisal of its value, together with a statement of the indebtedness of the Parish or Mission, if any, and the amount of insurance carried.

Sec. 19.5. Every Minister not in charge of any Parish or congregation shall report all occasional services, and if there be none, the causes and reasons which have prevented same. These reports or such part of them as the Bishop may deem proper shall be entered in the Journal. This report shall be made in the form of report adopted by the General Convention.

Sec. 19.6. It shall be the duty of every Minister of the Church, head of every school or institution under the authority of the Church to report annually to the Convention a summary of any organization and source of income thereunder.

(Amended: 11<sup>th</sup> Ann. Conv. 1979; *Amended by retitling and renumbering, 51<sup>st</sup> Ann. Conv. 2019*)

## **Canon 20. The Cathedral Church**

Sec. 20.1. The church, commonly known as “St. Andrew’s,” shall be the Cathedral Church of the Diocese.

Sec. 20.2. There shall be established a governing body of the Cathedral which shall be entitled “The Chapter of the Cathedral of St. Andrew” the membership of which shall be as follows:

Sec. 20.2.1. Ex-officio members including the Bishop, who shall be President, the Bishop Coadjutor and Suffragan Bishop if there shall be such, the Dean of the Cathedral, who shall be Vice President, the Senior Warden of the Cathedral, and the Junior Warden of the Cathedral; and

Sec. 20.2.2. No less than four nor more than ten lay persons to be elected by the Cathedral congregation for terms of three years at each annual meeting of the Cathedral; and

Sec. 20.2.3. One lay member and one clerical member to be elected for a term of two years at each annual meeting of the Convention; and

Sec. 20.2.4. Such other members, not to exceed three in number, as may be provided for in the By-Laws of the Chapter.

Sec. 20.2A. In the event of a vacancy on the Chapter from among those individuals elected by the Cathedral congregation at its annual meeting, the Chapter shall have the power to fill such vacancy until the next annual meeting at which time an election shall be held to fill the unexpired term. In the event of a vacancy among the members elected at the annual meeting of the Convention, the Diocesan Council shall have the power to fill such vacancy until the next annual meeting of the Convention.

Sec. 20.3. Except as otherwise provided for in this Canon 20, the congregation of the Cathedral shall be a Parish, with all the usual parochial organizations, rights and privileges, the Rector of which Parish shall be the Dean of the Cathedral.

Sec. 20.4. The Dean shall be confirmed by a majority vote of the Chapter upon appointment by the Bishop. Subject to the control of the Bishop, the Dean shall:

Sec. 20.4.1. In consultation with the Chapter, decide all matters pertaining to Cathedral services;

Sec. 20.4.2. Exercise detailed supervision and management of the Cathedral;

Sec. 20.4.3. Assign duties to the clergy of the Cathedral.

*(Amended by renumbering Title IV, 51<sup>st</sup> Ann. Conv. 2019)*

## **Canon 21. Organization and Recognition of Parishes**

### A. Formation as a Mission

Sec. 21.1. A congregation, other than an organized Mission in union with Convention, desiring to become a Parish of the Diocese and to be admitted into union with the Convention as such shall first follow the procedure outlined in the Canon entitled “Formation and Organization of Missions”.

### B. Approval of Bishop and Standing Committee

Sec. 21.2. An organized Mission desirous of becoming a Parish shall present to the Bishop a written petition signed by no less than twelve communicants of the Mission, including a majority of the members of the Bishop’s Committee, setting forth this desire and the reasons therefor. The petition shall be accompanied by evidence showing:

Sec. 21.2.1. Authorized access to a location adequate to the current and immediately foreseeable future needs of the congregation; and

Sec. 21.2.2. The amount of money they are prepared to contribute to their self-support and a statement regarding their ability to meet their share of the annual Diocesan assessment and to further the work of the General Church and this Diocese.

Sec. 21.2.3. A vision for their life as an Episcopal faith community.

Sec. 21.3. The Bishop shall refer the petition to the Standing Committee for its advice and approval. If the Bishop and the Standing Committee both approve, they shall give their consent in the following forms:

Sec. 21.3.1. By the Standing Committee:

“The Standing Committee of the Diocese of Hawai`i, having duly considered the petition of \_\_\_\_\_, an organized Mission, to become a Parish, and having approved thereof, does hereby consent thereto.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary”

Sec. 21.3.2. By the Bishop:

“I hereby give my canonical consent to \_\_\_\_\_, an organized Mission, to become a Parish.

\_\_\_\_\_  
Bishop”

### C. Organization as a Parish

Sec. 21.4. Upon receipt by the Bishop’s Committee of the consents required by this Canon, it shall take the following steps to complete its organization as a Parish:

Sec. 21.4.1. There shall be prepared a set of By-Laws which shall include the following, subject to the provisions of the Canons of the Diocese concerning Rectors, Wardens, and Vestries;

- (a) The name by which the Parish is to be known and its location;
- (b) Provisions for acknowledging conformity with and obedience to the doctrine, discipline and worship of the Protestant Episcopal Church in the United States of America, and the Constitution and Canons of this Church, General and Diocesan;
- (c) Time and place of the annual meeting;
- (d) Qualifications of voters;
- (e) Provision for the selection of Wardens and Vestry members,

which shall set forth: their number and their qualifications, which shall be at least those prescribed for Parishes; their terms of office; their duties; and the manner of filling vacancies;

(f) Provision for Parish officers and the manner of their selection;

(g) Provision for the amendment of the By-Laws.

Sec. 21.4.2. The proposed By-Laws shall be submitted to the Committee on Constitution and Canons for study following which the said Committee, upon the recommendation of the Chancellor, shall certify in writing as to their conformity to the Constitution and Canons of the Diocese. Upon such certification, the By-Laws shall be submitted to a meeting of the members of the Mission, the Vicar presiding, and if adopted by a majority vote shall become effective immediately, and the selection of Wardens, Vestry members and other officers shall be made in conformity with the provisions thereof.

Sec. 21.4.3. A Rector shall be elected.

#### D. Recognition as a Parish

Sec. 21.5. There shall be sent to the Bishop, by the Rector:

Sec. 21.5.1. A certificate as to the number of communicants;

Sec. 21.5.2. A copy of the By-Laws and a copy of the certificate from the Committee on Constitution and Canons;

Sec. 21.5.3. A record of the meeting or meetings at which the By-Laws were adopted and the Wardens, Vestry members and officers who were chosen; and

Sec. 21.5.4. A record of the meeting at which the Rector was elected.

Sec. 21.6. The Bishop shall certify to the Standing Committee and to the Secretary of the Convention that the Mission, having satisfied the requirements for Parish status, is to be recognized as a Parish as of the date of such certification.

#### E. Admission to Union with the Convention

Sec. 21.7. At the next annual meeting of the Convention after the recognition of a Parish, there shall be laid before the Convention:

Sec. 21.7.1. A copy of the certification by the Bishop pursuant to Sec. 21.6;

Sec. 21.7.2. An application signed by a majority of the members of the Vestry requesting that the Parish be admitted to union with the Convention; and

Sec. 21.7.3. The certification of lay delegates and lay alternates in accordance with the Constitution.

Sec. 21.8. The Convention may thereupon, by majority vote, resolve that the Parish be admitted to union with the Convention and the elected lay delegates be seated.

(Amended: Secs. 21.2.1 and 21.2.2, 43<sup>rd</sup> Ann. Conv. 2111; Added: Sec. 21.2.3, 43<sup>rd</sup> Ann. Conv. 2111. *Amended by renumbering Title IV, 51<sup>st</sup> Ann. Conv. 2019*)

## **Canon 22. Parish Meetings**

Sec. 22.1. The meeting of every Parish shall be held annually for the election of members of the Vestry, for the reception of reports and for the transaction of other business which may legally and canonically come before the meeting.

Sec. 22.2. A special meeting of any Parish may be held at any time on the call of the Rector with the consent of the Vestry, on the call of the Vestry when the office of Rector is vacant or on the call of ten per cent (10%) of the qualified voters of the Parish; provided, that the notice of such special meeting shall set forth the business which it is proposed to transact at such meeting and no other business than that specified in the notice shall be in order except by a two-thirds majority.

Sec. 22.3. The annual meeting of a Parish shall be held not later than the thirty-first day of January, the day and hour being determined by the Vestry.

Sec. 22.4. Notice of any Parish meeting shall be given during all services held on the two Sundays preceding such meeting and by mail posted at least ten days prior to such meeting to all members of the Parish.

Sec. 22.5. At any meeting of the Parish, qualified voters shall be those persons of ~~fourteen (14)~~ *sixteen (16)* years of age or over who, at the time of such meeting, shall be either communicants on the records of the Parish or baptized persons who have been contributors to the funds of the Parish for six months and whose names as regular contributors shall have been for that period entered or entitled to be entered upon the books of the Treasurer of the Parish, provided, however, that any Parish by its ByLaws may increase the age requirement up to and including eighteen (18) years. Any dispute as to whether an individual is a qualified voter shall be determined by majority vote upon the recommendation of the Rector and Treasurer. If the Parish shall have been organized within six months before the day of such meeting, then the prescribed period of qualification shall be considered as beginning with the date of such organization.

Sec. 22.6. At any meeting of the Parish the presence of ten percent (10%) of qualified voters of the Parish shall constitute a quorum for the transaction of business, and no person shall be permitted to vote by absentee ballot or by proxy. A Parish by its By-Laws may increase the percentage of qualified voters to constitute a quorum.

Sec. 22.7. The Rector shall preside at all Parish meetings provided, however, in the absence of a Rector, the Wardens, according to seniority by title, shall preside. The Clerk of the Vestry shall be the Clerk of the Parish and shall discharge the duties of that office at any meeting of the Parish, but in the case of the Clerk's absence or disability, the voters shall elect a Clerk to serve for that meeting. The election of the Junior Warden and the members of the Vestry shall be by ballot. The Presiding Officer shall appoint three tellers who shall receive and count the ballots and notify the presiding officer of the results thereof.

(Amended: Secs. 22.2, 22.4, 22.5, 22.6, 22.7, 11<sup>th</sup> Ann. Conv. 1979. **(Renumbered the Canon, amended Sec. 22.5, 51<sup>st</sup> Ann. Conv. 2019)**)

### **Canon 23. The Vestry**

Sec. 23.1. The Vestry shall consist of the Rector, two Wardens, and not less than five nor more than eighteen lay members. The number of members, the method of selection, the length of their term of office and manner of rotation, if any, shall be determined by each Parish and shall be specified in the Parish By-Laws. A majority of the lay members of the Vestry shall be communicants of the Parish. The remaining lay members shall be qualified voters.

Sec. 23.2. The Vestry shall have the power to fill any vacancy in their number, and members of the Vestry shall continue in office until their successors are elected. In the event of multiple year terms, the power of the Vestry to fill any vacancy shall be until the next annual meeting at which time an election shall be held to fill the unexpired term. The Vestry may declare that a vacancy exists when a member shall have been absent, without cause, from three successive regular Vestry meetings or for a period of three successive months, if more than three regular meetings have been held within such period.

Sec. 23.3. A quorum for a meeting of the Vestry shall consist of a majority of all the members thereof, all having been given due notice thereof. No meeting of the Vestry shall be valid unless either the Rector or the Senior Warden shall be present; provided, that if the office of the Rector be vacant, then the presence of both the Senior and Junior Warden shall be required; but if the offices of the Rector and either Warden shall be vacant, then the presence of the other Warden shall be required.

Sec. 23.4. The Rector shall preside at all Vestry meetings except that the Rector may appoint the Senior Warden as the presiding officer, provided however, in the case of a Parish without a Rector, or when the Rector is absent from the Diocese, the Senior Warden shall preside.

Sec. 23.5. The Vestry shall have charge of the temporalities and shall attend to all business matters of the Parish, including the providing and keeping in good order a house of worship and all the necessary furniture and appointments of the same and the payment of all Parish obligations and dues. They shall be the agents and legal representatives of the Parish in all matters concerning its corporate property and the relations of the Parish and its clergy.



(Amended: Sec. 23.3, 20<sup>th</sup> Ann. Conv. 1988. *Amended by renumbering Title IV, 51<sup>st</sup> Ann. Conv. 2019*))

#### **Canon 24. Wardens and Vestry Officers**

Sec. 24.1. The Senior Warden of the Parish shall be appointed by the Rector for a term of one year or until a successor shall be duly appointed. In the case the Parish be without a Rector and a vacancy in the office occurs, or in the case of the organization of a new Parish, the Bishop shall either appoint the Senior Warden or direct the Vestry to elect an individual to the position. The Senior Warden shall be, exofficio, a member of the Vestry of the Parish.

Sec. 24.2. The Junior Warden shall be elected at the annual meeting of the Parish for a term of either one or two years or until a successor is duly elected. The length of the term shall be determined by each Parish and shall be specified in the Parish By-Laws. In the event of a vacancy in the office of Junior Warden, the elected members of the Vestry may elect a replacement to hold office until the next annual Parish meeting. The Junior Warden shall be, ex-officio, a member of the Vestry of the Parish.

Sec. 24.3. It shall be the duty of the Wardens to supervise the care, protection and maintenance of the Church and other buildings of the Parish, to see that they are kept in decent repair and to guard them from use prohibited by law of the Church. They shall also see that all things needed for the orderly worship of God and for the proper administration of the sacraments are provided at the expense of the Parish and they shall discharge such other duties as may devolve upon them by the provisions of the law of the Church.

Sec. 24.4. At the first Vestry meeting held after the annual meeting of the Parish, the Vestry shall elect a Clerk from among its members. The Clerk shall be the secretary to the Vestry and shall perform the duties required of such office as well as such other duties as may be prescribed in the By-Laws of the Parish and shall serve until a successor in office is elected.

Sec. 24.5. At the first Vestry meeting held after the annual meeting of the Parish the vestry shall elect a Treasurer who may or may not be a member of the Vestry. The Treasurer shall perform the usual functions of such office as well as such other duties as may be prescribed in the By-Laws of the Parish and shall serve until a successor in office is elected.

Sec. 24.6. Both the Clerk and the Treasurer shall faithfully deliver into the hands of their respective successors in office all property of the Parish, including records, books and papers relative to the affairs and business of the Parish, which may be in their possession.

(Amended: Sec. 24.2, 19<sup>th</sup> Ann. Conv. 1987. *Amended by renumbering Title IV, 51<sup>st</sup> Ann. Conv. 2019*)

#### **Canon 25. Ministers and their Duties**

Sec. 25.1. The Rector, subject to the Bishop of the Diocese, shall have ultimate responsibility for all things pertaining to or affecting the spiritual interests of the Parish. It shall

be the Rector's duty and right to give orders concerning public worship, together with all that appertains thereto.

Sec. 25.2. For the purposes of the office and for the full and free discharge of all functions and duties pertaining thereto, the Rector shall, at all times, be entitled to the use and control of the church and Parish buildings with the appurtenances and furniture thereof.

Sec. 25.3. Any other Minister of a Parish, by whatever name designated, is to be regarded as being under the authority of the Rector.

Sec. 25.4. The Vicar of an organized Mission shall have authority like to that of a Rector.

*(Amended by renumbering Title IV, 51<sup>st</sup> Ann. Conv. 2019)*

### **Canon 26. The Filling of Vacant Cures**

Sec. 26.1. When the Cure of a Parish becomes vacant, the Wardens or other proper officers shall give notice of such fact to the Bishop and Standing Committee within thirty days from the occurrence of such vacancy. If the authorities of the Parish shall for thirty days subsequent to such vacancy have failed to make provisions for regular services, it shall be the duty of the Bishop to take such measures as may be deemed expedient for the temporary maintenance of worship services therein.

Sec. 26.2. The Vestry of such Parish shall, at a meeting called for such purpose, elect a Priest in good standing in the church to fill such vacancy. Notice of such election shall be given to the Ecclesiastical Authority who, within a period of thirty days from such notification, shall indicate concurrence or lack thereof in such election. In the event of the latter, the election shall be held to have failed.

Sec. 26.3. Written notice of the final election signed by the Church Wardens or the Secretary of the Vestry shall be sent to the Ecclesiastical Authority of the Diocese who shall forward such notice to the Secretary of Convention for purposes of recordation. Such recordation shall be sufficient evidence of the relationship between the Rector and the Parish.

Sec. 26.4. In the case of the selection of a Priest or Deacon to assist the Rector, the name of the individual whom the Rector proposes to select shall be made known to the Ecclesiastical Authority. In the event the Ecclesiastical Authority indicates its disapproval within thirty days of such notification, such selection shall not be made. In the selection of a Priest or Deacon to assist the Rector, the certificate of selection shall be signed by the Rector and Wardens.

### **Canon 27. Of the Dissolution of the Pastoral Relation**

Sec. 27.1. Except upon mandatory resignation by reason of age, a Rector may not resign as Rector of a parish without the consent of its Vestry, nor may any Rector canonically or

lawfully elected and in charge of a Parish be removed therefrom by the Vestry against the Rector's will, except as hereinafter provided.

Sec. 27.2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relation, and the parties cannot agree, either party may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of the Bishop under this Canon.

Sec. 27.3. Within sixty days of receipt of the written notice the Bishop, as chief pastor of the Diocese, shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper and may appoint a committee of at least one Presbyter and one Lay Person, none of whom may be members of the Parish involved, to make a report to the Bishop.

Sec. 27.4. If the differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give notice to the Rector and Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.

(b) If a timely request is made, the President of the Standing Committee shall set a date for the conference, which shall be held within thirty days.

(c) At the conference each party shall be entitled to representation and to present its position fully.

(d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the recommendation of the Standing Committee; thereafter the Bishop, as final arbiter and judge, shall render a godly judgment.

(e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.

(f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and Vestry.

(g) If the relation is to be dissolved:

(1) The Bishop shall direct the Secretary of the Convention to record the dissolution.

(2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

Sec. 27.5. In either event the Bishop shall offer appropriate supportive services to the Priest and the Parish.

Sec. 27.6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the bishop may impose such penalties as may be set forth in the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

(a) In the case of a Rector, suspend the Rector from the exercise of the priestly office until the Priest shall comply with the judgment.

(b) In the case of a Vestry, invoke any available sanctions including recommending to the Convention of the Diocese that the Parish be placed under the supervision of the Bishop as a Mission until it has complied with the judgment.

Sec. 27.7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Sec. 27.8. (a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Canon 43 provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable and admissible.

(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Canon 43, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

[Amended in its entirety, 21<sup>st</sup> Ann. Conv. 1989]

## **Canon 28. Change of Parish Status**

Sec. 28.1. When any Parish shall:

Sec. 28.1.1. ~~fail~~ *be unable* to pay its Rector a salary at least equal to that to which the Rector is entitled in accordance with the minimum annual compensation schedule adopted by Convention in accordance with Canon 38 below, unless such ~~failure~~*inability* is justified to the satisfaction of the Bishop and Standing Committee; or

Sec. 28.1.2. ~~fail~~ *be unable* for two successive years to pay in full the Diocesan assessment levied upon it; or

Sec. 28.1.3. persistently ~~fail~~ *be unable* to comply with the conditions and

requirements for its organization and conduct as a Parish, then after full investigation, and upon concurring action of the Bishop and Standing Committee, said Parish shall be declared an “Aided Parish”.

Sec. 28.2. Upon being declared an Aided Parish, such Parish shall ~~formally forego and relinquish its rights and privileges as a Parish, to wit: the election of a Rector and transfer~~ the holding and control of its property both real and personal *to the Diocese*. In the event the Parish shall have been incorporated, subsequent to its transfer of whatever real property it may have held, such corporation shall be dissolved. Upon a vacancy in the office of Rector, the Bishop shall appoint a Priest-in-Charge.

Sec. 28.3. The Ecclesiastical status of the Aided Parish shall be that of a Mission and it shall be governed by all of the provisions of these Canons applicable to Missions, except as otherwise specifically provided herein. The Bishop shall certify such change to the Secretary of the Convention and the Secretary shall note the change in the list of Parishes and Missions of the Diocese and shall give corresponding notice to the Convention.

Sec. 28.4. At any time prior to the expiration of four years, an Aided Parish may ~~be restored to full and~~ *return to* regular Parish status by approval of the Bishop, with the advice and consent of the Standing Committee, either upon the initiative of the Bishop, or upon the petition of the Vestry of the Aided Parish. If an Aided Parish shall remain in such status for a period of four years, then a special meeting of the Aided Parish shall be called, and by majority vote thereof, it shall be determined whether such Aided Parish shall petition to ~~be restored~~ *return* to full and regular Parish status or to be changed to the status of a Mission.

Sec. 28.4.1. Upon ~~restoration~~ *return* to regular Parish status, if the Bishop shall have appointed a Priest-in-Charge, such priest shall forthwith resign and a successor shall be elected in the manner provided for regular Parishes.

Sec. 28.4.2. If the Aided Parish elects to change to the status of the Mission, it shall take the necessary legal steps to immediately organize itself in accordance with the provisions of these Canons relating to organized Missions.

Sec. 28.5. If the Vestry of any regular Parish shall resolve that it is unable to effectively or properly to carry on as a Parish and voluntarily requests change of status to either that of an Aided Parish or an organized Mission, and if such resolution shall receive the written approval of a majority of the qualified voting members of the Parish, then a certificate of such Vestry resolution and membership approval shall be submitted to the Bishop for his consideration with the advice and consent of the Standing Committee. If the Bishop and Standing Committee shall approve the resolution, then such Parish shall thereupon become an Aided Parish or organized Mission, as the case may be, in accordance with the request, and thereafter all acts and things shall be accomplished as herein required to conform to such new status.

**(Renumbered the Canon, amended Sec. 28.1, 28.2, 28.4, 51<sup>st</sup> Ann. Conv. 2019)**

## **Canon 29. Formation and Organization of Missions**

### A. Formation of Missions

Sec. 29.1. Twelve or more adult baptized persons resident in the Diocese, desiring to have the ministries of this Church, may on their own initiative, or in consequence of initiative taken by the Bishop and the Diocesan Council, petition the Bishop for recognition as a Mission of this Church as follows:

Sec. 29.1.1. They shall set forth their desire to become a Mission, together with their reasons;

Sec. 29.1.2. They shall declare their adherence to the doctrine, discipline, and worship of the Protestant Episcopal Church in the United States of America, and to the Constitution and Canons of this Church, General and Diocesan, and their willingness to conform to rules which are or may hereafter be established for Missions of the Diocese by duly constituted authority; and

Sec. 29.1.3. They shall affix their signatures and indicate in each case the congregation of their present religious affiliation.

Sec. 29.2. The Bishop and Diocesan Council, having received the petition described in Sec. 29.1, shall make a thorough study of the situation, giving opportunity for the Rector and Vestry or Vicar and Bishop's Committee of the churches of this Diocese adjacent to the proposed Mission to express themselves in relation thereto, unless such study has been made prior to the petition.

Sec. 29.3. If the Bishop and Diocesan Council, having made such studies, approve the formation of the Mission, this approval shall be communicated to the petitioners, and the Bishop shall appoint from their number not fewer than three persons to serve as a Bishop's Committee until such time as the Mission shall have become organized as provided in Part "B" naming from their number, a Warden, a Secretary and a Treasurer. The Bishop shall advise the Rectors and Vicars of the adjacent Churches of this action, and shall appoint a Priest-in-Charge to provide pastoral ministries and conduct services in the Mission.

### B. Organization of Missions

Sec. 29.4. At any time after the formation of a Mission as provided in Part "A", the Mission may be organized under the following conditions:

Sec. 29.4.1. There shall be at least twelve communicants among the members of the Mission.

Sec. 29.4.2. There shall be prepared a set of By-Laws which shall include:

(a) the name by which the Mission is to be known;

(b) the time and place of the annual meeting;

(c) the qualifications of voters, the minimum of which shall be: they shall be baptized persons of at least ~~fourteen (14)~~ **sixteen (16)** years of age, who for the past six months have been regular in church attendance in the Mission and recorded as contributors to its support, provided any Mission may, if it so desires, increase the age requirement up to and including eighteen (18) years;

(d) provisions for the election of members to serve with the Vicar as a Bishop's Committee which shall set forth: their number, which shall not be fewer than three (3); their qualifications, which shall be at least those required for voters; provided however that a majority shall be communicants; their term of office; their duties, which shall be those pertaining to the Vestries of Parishes, except as to the right to incorporate and of calling a Minister; and the manner of filling vacancies;

(e) provisions for the nomination to the Bishop of a Warden to be selected by the Bishop and for election by the Bishop's Committee of officers, which shall include from their own number a Clerk who shall be a communicant in good standing, **and also serve as the Secretary of the annual meeting of the congregation**, and, from among the ~~qualified voters~~ **members in good standing of The Episcopal Church**, a Treasurer; and **may include a Junior Warden**.

(f) provisions for amendment of the By-Laws.

Sec. 29.4.3. The By-Laws shall be approved by the Bishop and the Standing Committee and submitted for study to the Committee on Constitution and Canons, which, upon recommendation of the Chancellor, shall certify in writing as to their conformity to the Constitution and Canons of the Diocese. Upon certification, the By-Laws shall be submitted to a meeting of the members of the Mission, the Priest-in-Charge presiding, and if adopted by a majority vote, shall become effective immediately, except that the members of the Bishop's Committee and the Bishop's Warden, Secretary and Treasurer previously appointed shall continue in office until the date of the annual meeting when elections shall be held in accordance with the ByLaws.

Sec. 29.4.4. A certificate as to the number of communicants, a copy of the By-Laws and of the certificate of the Committee on Constitution and Canons, together with a record of the proceedings of the meeting at which the By-Laws were adopted, signed by the Priest-in-Charge, shall be sent to the Bishop, who shall certify to the Standing Committee and the Secretary of the Convention that the Mission is organized in accordance with the Canon.

### C. Admission into Union with the Convention

Sec. 29.5. At the next annual meeting of the Convention after the organization of a Mission, there shall be laid before the Convention:

Sec. 29.5.1. The certificate from the Bishop described in Sec. 29.4.4;

Sec. 29.5.2. An application, signed by a majority of the members of the Bishop's Committee, requesting that the Mission be admitted to union with the Convention; and

Sec. 29.5.3. The customary certificate of election of lay delegates and lay alternates.

Sec. 29.6. The Convention may thereupon, by majority vote, resolve that the Mission as organized be admitted to union with the Convention and that the elected lay delegates be seated.

**(Renumbered the Canon, Amended: Sec. 29.4.2 (c) and (e), 51<sup>st</sup> Ann. Conv. 2019)**

### **Canon 30. Mission Meetings**

Sec. 30.1. The meeting of the members of every organized Mission of this Diocese shall be held annually as set forth in Sec. 22.3 of these Canons, the day and hour being determined by the Bishop's Committee. The qualifications for voters shall be the same as prescribed by these Canons for voters in the election of a Vestry of a Parish and, so far as may be applicable, the manner of giving notice of and the conduct of meetings of Missions shall be the same as are prescribed by these Canons for the meetings of Parishes, except as otherwise provided.

Sec. 30.2. The Vicar of the Mission shall be, ex-officio, Chairman of the meeting and shall preside unless the Bishop is present, but in the absence of both the Vicar and Bishop, the Bishop's Warden shall serve as Chairman pro tempore; provided that if the Mission is without a Vicar, the Bishop may appoint a chairman pro tempore.

**(Renumbered the Canon, 51<sup>st</sup> Ann. Conv. 2019)**

### **Canon 31. Bishop's Committees of Missions**

Sec. 31.1. In every organized Mission of this Diocese there shall be a Bishop's Committee which shall perform such duties as may be prescribed by the Constitution and Canons of the Diocese, by the written directives of the Bishop or by orders of the Diocesan Council, and which shall represent the Bishop in and have charge of the secular and financial affairs of the Mission, subject to such civil and canonical limitations as may be provided. The number of members of the Bishop's Committee, being not less than three nor more than nine persons, shall be determined from time to time by the Bishop. Members shall serve three-year terms. Qualifications for members of the Bishop's Committee and their relative proportions shall be the same at those which are prescribed by these Canons for the members of a Parish Vestry.

Sec. 31.2. At the annual meeting of the members of a Mission, the determined number of persons to serve on the Bishop's Committee shall be nominated to the Bishop for approval and appointment. No person, having served on the Bishop's Committee continuously for three years, shall be eligible to be nominated until after the expiration of one year, unless the Bishop consents

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to waive this provision. The result of such nominations shall be immediately reported by the Vicar or the Chairman of the meeting to the Bishop. The Bishop may reject any or all of the nominations made by the members of the Mission and may appoint another or others instead and may at any time remove from office any member or members of the Bishop's Committee and appoint other or others instead. In the event of a vacancy in the Bishop's Committee, for whatever cause occurring, appointment to fill such vacancy shall be the sole prerogative of the Bishop.

Sec. 31.3. The Vicar shall preside, with the right to vote, at all meetings of the Bishop's Committee unless the Vicar shall appoint the Bishop's Warden as the presiding officer. In the absence of the Vicar, or if there be none, the Bishop's Warden shall preside. No meeting of the Bishop's Committee shall be valid at which there shall not be present either the Vicar or the Warden, or else the Bishop or someone appointed by the Bishop.

Sec. 31.4. A quorum of the Bishop's Committee shall consist of a majority of the members thereof including the Vicar or other Chairman.

**(Renumbered the Canon, 51<sup>st</sup> Ann. Conv. 2019)**

### **Canon 32. The Warden and Bishop's Committee Officers**

Sec. 32.1. From their own number, the Bishop's Committee shall annually nominate a Clerk to the Bishop. They shall also annually nominate to the Bishop a Treasurer who may, but need not be, a member of the Bishop's Committee. The Mission may, by provision within its By-Laws, at the annual meeting nominate a Junior Warden to the Bishop. The Vicar shall nominate a Warden to the Bishop. The Bishop may reject any or all of such nominations and may appoint another or others instead and may at any time remove any or all of such officers and appoint another or others instead. In the event of a vacancy in any of these offices, for whatever cause occurring, appointment to fill such vacancy shall be the sole prerogative of the Bishop.

Sec. 32.2. The Wardens, Clerk and Treasurer shall perform the duties usually pertaining to like offices in a Parish so far as these may be applicable in a Mission according to the judgment of the Vicar subject to appeal to the Bishop.

(Amended: Secs. 32.1, 32.2, 11<sup>th</sup> Ann. Conv. 1979. **Renumbered the Canon, 51<sup>st</sup> Ann. Conv. 2019**)

### **Canon 33. ~~Missionaries~~ Vicars and Licensed Lay Ministries**

Sec. 33.1. ~~Missionaries of the Diocese, who shall be known as Vicars shall be such clergy as shall be appointed by the Bishop for missionary work in the Diocese, and~~ assigned by the Bishop to the charge of organized Missions or to work in places not adequately served by any existing Parish or Mission; provided that a **Missionary Vicar** may be assigned to two or more Missions or other missionary charges; ~~and a Rector of a Parish, with the approval of the~~

~~Vestry, may be assigned to duty as a Missionary outside of the Parish and be given a missionary stipend therefor.~~

Sec. 33.2. The duties and authority of a Vicar of a Mission shall be, so far as applicable, the same as those of a Rector of a Parish as prescribed in these Canons, including the right to voice and vote at all annual meetings of the Mission and Bishop's Committee meetings, and the right to preside at each in the absence of the Bishop.

*Sec. 33.3 Licensed Lay Ministers (as outlined in Title III.15.1-9) work within their own Parish or Mission and may also work in in places not adequately served by any existing Parish or Mission. The Ecclesiastical Authority to serve in such settings as Pastoral Leader, Worship Leader, Preacher, Eucharistic Minister, Eucharistic Visitor, Evangelist, or Catechist is subject to the Bishop's approval. Requirements and guidelines for the selection, training, continuing education, and deployment of such persons, and the duration of licenses shall be established by the Bishop in consultation with the Commission on Ministry.*

(Renumbered the Canon, Amended: Sec. 33.1-2, added Sec. 33.3, 51<sup>st</sup> Ann. Conv. 2019)

#### Canon 34. Change of Status of Mission

Sec. 34.1. Whenever any organized Mission shall

Sec. 34.1.1. ~~fail be unable~~ to pay its Vicar its agreed upon portion of the Vicar's salary unless such failure is declared to be only temporary to the satisfaction of the Bishop and Standing Committee; or

Sec. 34.1.2. ~~fail be unable~~ for two successive years to fully pay the assessment levied upon it; or

Sec. 34.1.3. persistently ~~fail be unable~~ to comply with the conditions and requirements for its organization and conduct as an organized Mission, then after full investigation, and upon concurring action of the Bishop and Standing Committee, said organized Mission shall either be dissolved in its entirety or it shall be declared to be ~~an unorganized Mission Preaching Station~~ in accordance with these Canons.

Sec. 34.1A. If the Bishop's Committee of any organized Mission shall resolve that it is unable effectively ~~or properly to~~ carry on as an organized Mission and voluntarily requests a change of status to that of ~~an unorganized Mission Preaching Station~~ or that it be dissolved in its entirety, and if such resolution shall receive the written approval of a majority of the qualified voting members of the organized Mission, then a certificate of such Bishop's Committee resolution and membership approval shall be submitted to the Bishop for the Bishop's consideration with the advice and consent of the Standing Committee. If the Bishop and Standing Committee shall approve the resolution *in accordance with the Mission's request to either dissolve or become a Preaching Station*, ~~then such organized Mission shall thereupon become an unorganized Mission or shall be dissolved in its entirety, as the case may be, in~~

~~accordance with the request, and~~ thereafter all acts and things shall be accomplished as herein required to conform to such new status.

Sec. 34.2. In the event that the Mission is dissolved in its entirety, then such property as it may own shall be delivered and conveyed as the Bishop may direct and all Mission records shall be delivered to the Registrar of the Diocese.

Sec. 34.3. In the event the new status shall ~~be of an unorganized Mission~~ *a Preaching Station*, then its members shall be governed in accordance with the provisions relating to same contained in these Canons.

**(Renumbered the Canon, Amended: Sec. 34.1, 34.3, 51<sup>st</sup> Ann. Conv. 2019)**

### Canon 35: Preaching Stations

*Sec. 35.1.1 A Preaching Station is considered a location where worship services occur. These services may take place on a regular or an irregular basis. The place of meeting may or may not be set apart for church services on a permanent basis. Preaching stations are frequently located in areas of mission development. They may be served by one or more members of the clergy with pastoral responsibility for a region of mission development.*

*Sec. 35.1.2 A Preaching Station will keep the Bishop informed on its worship services and meeting locations and apprise the Bishop of any needs and supports that would help the Preaching Station to nurture and grow its mission.*

*Sec. 35.1.3 If a Preaching Station determines that it should be dissolved, the Bishop will be notified in writing and the Preaching Station will be assisted in properly returning all relevant matters to the Diocese for final decision and dispensation.*

**(Renumbered Canon; Added: Sec. 35.1-35.3, 51<sup>st</sup> Ann. Conv. 2019)**

## **V. FINANCE AND MANAGEMENT**

### **Canon 36. Real Property, Investments, and Incorporation**

Sec. 36.1. The Diocesan Corporation known as “The Episcopal Church in Hawai`i” is hereby constituted the custodian of the real property and investment funds of the Diocese and the unincorporated Parishes and the Missions thereof, and of the schools and institutions and shall have charge of all monies and properties collected, bestowed, devised, or provided for the support of the Episcopate and the other work of the Church, provided, however, that other wholly-owned corporations may be created and given custody of appropriate portions of the real property and the funds. Beneficial ownership of the real property and investment funds of the unincorporated Parishes and Missions shall be in said Parishes and Missions.

Sec. 36.2. When any conveyance of land to the corporation shall be made for a particular purpose, such land shall be held for such purpose; and the proceeds thereof shall not be diverted therefrom, either permanently or temporarily, until the said purpose has been altogether

accomplished, or the use or need for such purpose no longer exists, which fact shall be ascertained and declared by the Diocesan Council at a regular meeting, and shall be reported to the following annual meeting of the Convention.

Sec. 36.3. All trust and permanent funds belonging to this Diocese or any Parish thereof shall, if the same can lawfully be done, be deposited and thereafter left with one or more trust companies or banks organized under the laws of the United States of America or this State and authorized to receive the same, or with the Corporation known as “The Episcopal Church in Hawai`i”, and a full and detailed statement of all such trust or permanent funds shall be presented annually to the Convention upon a form to be prescribed by the Diocesan Council. The Diocesan Council shall from time to time make rules and regulations with respect to the deposit of such trust funds and the management thereof as shall be proper, and shall report such rules and regulations, so adopted by it, annually to the Convention.

Sec. 36.4. All real property belonging to the Diocese, or any Parish thereof, shall be adequately insured against fire, the amount thereof to be determined in the first instance by the proper officers of the Diocese or Parish owning such property, but subject thereafter to the direction of the Diocesan Council, and to that end, the Diocesan Council is hereby vested with general authority to compel the adequate insurance of such real property by the Diocese, or any Parish thereof.

Sec. 36.5. All accounts of the Diocese shall be audited annually by a certified independent public accountant, as shall be designated by the Diocesan Council.

Sec. 36.6. The following shall apply to the incorporation of Parishes:

Sec. 36.6.1. Any Parish giving evidence to the Bishop and Standing Committee of its ability for self-support may, subject to the approval of the Bishop and Standing Committee, incorporate under the laws of the State of Hawai`i.

Sec. 36.6.2. The Board of Directors of such Parish, when incorporated, shall consist of the Rector, and the Wardens and Vestrymen of such Parish duly elected according to these Canons. The Board of Directors shall be presided over by the Rector of the Parish, or in the Rector’s absence, by the Senior Warden.

Sec. 36.6.3. Such incorporated Parish may at the option of the Parish hold title of and administer the real property or trust funds, or both, of the Parish.

Sec. 36.6.4. Provided that no incorporated Parish shall alienate or mortgage any of its real property without the consent of the Bishop and the Standing Committee.

### **Canon 37. Insurance**

Sec. 37.1. It shall be the duty of Parishes and Missions to participate in and contribute financially for their respective employees to such insurance programs as may be adopted and approved by the Diocesan Council. These programs may benefit:

Sec. 37.1.1. All active clergy who receive their principal compensation from Parishes and Missions, and the dependents of such clergy;

Sec. 37.1.2. All retired clergy who at the time of their retirement received their principal compensation from a Parish or Mission or who were canonically resident within this Diocese, and their dependents;

Sec. 37.1.3. Surviving spouses (who have not remarried) of all such active or retired clergy, and their dependents;

Sec. 37.1.4. Full-time lay employees who receive their principal compensation from Parishes and Missions, and their dependents.

Sec. 37.2. The Diocesan Council shall have the authority to determine the type of such programs and prescribe the qualifications of the beneficiaries thereof and to determine the terms and conditions of the obligations of the Parishes and Missions.

Sec. 37.3. It shall be the duty of the Parishes and Missions to inform the Diocesan Council, or its nominee, promptly of such facts and information as may be required by the Diocesan Council for the proper administration of such insurance programs as may be so adopted and approved and to cooperate with the Diocesan Council in such other ways as may be necessary in order that the Diocesan Council may discharge its obligations in accordance with such programs.

Sec. 37.4. It shall be the duty of the Parish or Mission through its Treasurer or other proper official to promptly pay to the Diocesan Council, or its nominee, such sums as may be required under the terms and provisions of such insurance programs as may be so adopted and approved.

### **Canon 38. Compensation Review Committees**

Sec. 38.1. At each annual meeting of the Convention, it shall, by resolution, set the minimum annual compensation which shall be payable to all full-time parochial clergy during the next succeeding calendar year.

Sec. 38.2. The Vestry of every Parish and the Bishop's Committee of every Mission shall appoint a committee of not less than three persons to be known as the "Compensation Review Committee", and it shall be the duty of such committee to review annually with the Rector or Vicar the compensation to be paid the clergy and all lay employees in the ensuing year, to the end that all clergy and all lay employees shall receive fair and equitable compensation. The word "compensation" as used in this Canon shall include not only cash salary, but also allowances for housing, utilities, travel, insurance and any other customary allowances.

Sec. 38.3. At the time of filing the parochial report required by Canon 35, the Rector and Treasurer of every Parish and the Vicar and Treasurer of every Mission shall append to such report a certificate that the mandatory annual review of compensation has taken place and the results thereof.

Sec. 38.4. The Bishop shall appoint a committee to be known as the “Diocesan Compensation Review Committee” consisting of not less than three persons from the clerical order and not less than three persons from the lay order. The members shall have rotating three-year terms. The duty of this committee shall be to seek full compliance with this Canon, to cooperate with and advise parochial committees when called upon, to provide annually parochial committees with relevant statistics and information concerning fair and equitable clergy and lay employee compensation, and to make recommendations to the Diocesan Council and to the Convention regarding clergy and lay employee compensation.

Sec. 38.5. Any Parish unable to pay, or continue to pay minimum compensation as provided for in Sec. 38.1 shall immediately notify the Diocese of its need for financial assistance. During such period of Diocesan assistance, the Parish shall assume the status of “Aided Parish”, subject to the conditions specified in these Canons, unless it shall be determined that such failure shall be justified in accordance with such Canons.

(Amended: repealed Sec. 38.5 and renumbered Sec. 38.6, 47th Ann. Conv. 2015)

### **Canon 39. The Church Pension Fund**

Sec. 39.1. It shall be the duty of this Diocese and of the Parishes, Missions, and other Ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform the Church Pension Fund of the salaries and other compensation paid to clergy by the Diocese, Parishes, Missions, or other Ecclesiastical organizations for services rendered, currently, or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensations as they occur, and to pay promptly the Church Pension Fund, the pension assessments required thereon under the Canon of the General Convention, and in accordance with the rules of said Fund. Should any Parish or Mission be delinquent in payment of such premiums, the Diocesan Council may order payment of such delinquency to be made to the Treasurer of the Church Pension Fund and such payment shall be added to the Diocesan assessment of the Parish or Mission for whose account payment has been made, and constitute a first lien upon any monies which may be received by the Treasurer of the Diocese from such Parish or Mission.

Sec. 39.2. It shall be the duty of every member of the clergy canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as the Trustees thereof may deem necessary for its proper administration, and to cooperate with said Fund in such other ways as may be appropriate to assist the Fund in the discharge of its canonical obligations.

Sec. 39.3. It shall be the duty of the Diocesan Council to provide for the annual payment to the Church Pension Fund of the premiums payable on behalf of all Bishops, Priests and Deacons under contract with the Diocese.

Sec. 39.4. The Diocesan Council shall have charge of all matters relating to the Church Pension Fund.

#### **Canon 40. Assessments and Offerings**

Sec. 40.1. The pro rata share of each Parish and Mission of the total assessment for the support of Diocesan programs and fulfillment of Diocesan obligations of support of the program of the General Convention shall be determined by the annual meeting of the Convention upon the recommendation of the Diocesan Council. Such pro rata share shall be paid in twelve equal monthly installments throughout the fiscal year, unless otherwise scheduled by the Diocesan Council.

Sec. 40.2. The undesignated plate offering at the official visitation of the Bishop shall be remitted to the Bishop to be disbursed for such needs as may be presented. The items of expenditure in this Bishop's Pastoral Fund shall not be reported. The fund shall be reviewed regularly and audited annually.

Sec. 40.3. Reserved.

(Amended: Sec. 40.2 and Sec. 40.3, 40<sup>th</sup> Ann. Conv. 2008)

#### **Canon 41. Business Methods in Church Affairs**

Sec. 41.1. In every Parish and Mission, the following standard business methods shall be observed:

Sec. 41.1.1. Trust and permanent funds and all securities of whatsoever kind shall be deposited with a federal or state bank, or the Diocesan corporation, or with some other agency approved in writing by the Diocesan Council, under either a trust or agency agreement, providing for at least two signatures on any order of withdrawal of such fund or securities, however, this provision shall not apply to funds and securities too small to be received by such depositories for acceptance. Such small funds and securities shall be kept under the care of the persons or corporations properly responsible for them.

Sec. 41.1.2. Records shall be made and kept of all trusts and permanent funds showing at least the following:

- (a) Source and date.
- (b) Terms governing the use of principal and income.
- (c) To whom and how often reports of conditions are to be made.

(d) How the funds are invested.

Sec. 41.1.3. Treasurers and custodians, other than banking institutions, shall be adequately bonded.

Sec. 41.1.4. Books of account shall be so kept as to provide the basis for satisfactory accounting.

Sec. 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.

Sec. 41.1.6. All buildings and their contents shall be kept adequately insured.

Sec. 41.1.7. The Diocesan Council may require copies of any or all accounts described in this section to be filed with it and shall report to the annual meeting of the Convention upon its administration of this Canon.

Sec. 41.2. No Board of Directors authorized to hold, manage or administer real property for any Parish, Mission, or institution, shall encumber or alienate the same or any part thereof except in accordance with the Bylaws of The Episcopal Church in Hawai'i.

(Amended: 12<sup>th</sup> Ann. Conv. 1980; Sec. 41.1.5, 16<sup>th</sup> Ann. Conv. 1984; Sec. 41.2, 21<sup>st</sup> Ann. Conv. 1989; Sec. 41.1.5, 40<sup>th</sup> Ann. Conv. 2008)

## **Canon 42. Church Debt**

Sec. 42.1. No indebtedness shall be incurred by a Parish or Mission without the approval of both the Bishop and Diocesan Council except:

Sec. 42.1.1. Indebtedness for permanent improvement, replacements or additions to real estate or equipment for the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such Parish or Mission during the past three years.

Sec. 42.1.2. Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such Parish or Mission during the preceding



fiscal year; and the payment of all such indebtedness shall be provided for in the budget of the next ensuing fiscal year with reasonable expectation of its payment out of the receipts of the next two years.

Sec. 42.2. In computing receipts under Sec. 42.1.1 and Sec. 42.1.2 hereof, amounts from or for endowments or from or by bequests, except income therefrom not specifically designated and receipts for expenditures other than parochial, shall not be included.

Sec. 42.3. Under any circumstances under which approval is required, it shall be granted only when the payment of all indebtedness shall be provided for in a plan of amortization or other method of payment to be submitted to and approved by the same authority.

Sec. 42.4. Any indebtedness incurred by the Diocesan Council shall be undertaken in accordance with the following procedures. For the purposes of this Canon, indebtedness shall be deemed to include not only direct indebtedness, but also indebtedness of any kind including, but not limited to, contingent indebtedness by way of the guaranty of the indebtedness of another entity or person.

Sec. 42.4.1. The Diocesan Council may incur debt upon secured and unsecured loans.

Sec. 42.4.2. Loans secured by a mortgage upon real property or a pledge of or lien upon other property must be approved in the same manner as a sale of real property.

Sec. 42.4.3. Unsecured loans may be made upon the following authority:

Sec. 42.4.3.1. A loan, including a draw upon a Diocesan line of credit, not exceeding \$250,000.00, may be approved by the Diocesan Council or other individual or entity to which the Diocesan Council may delegate such authority in accordance with the applicable provisions of the Bylaws of The Episcopal Church in Hawai'i.

Sec. 42.4.3.2. A loan, including a draw upon a Diocesan line of credit, exceeding \$250,000.00 must be approved in the same manner as a sale of real property.

Sec. 42.5. This Canon shall not apply to the refinancing of existing loans.

(Amended: Sec. 42.3A, 27<sup>th</sup> Ann. Conv. 1995)

## VI. DISCIPLINE

### **Canon 43. Ecclesiastical Discipline**

~~A. Information received on or before June 30, 2011.~~

~~Sec. 43.1. Diocesan Review Committee~~

~~Sec. 43.1.1.—There shall be a Diocesan Review Committee which shall have the responsibilities as set forth in Title IV of the Canons of The Episcopal Church.~~

~~Sec. 43.1.2.—The Diocesan Review Committee shall be composed, ex officio, of those individuals who, from time to time, are serving as members of the Standing Committee.~~

~~Sec. 43.1.3.—The Chair of the Diocesan Review Committee shall be, ex officio, the President of the Standing Committee.~~

~~Sec. 43.2. Trial of a Priest or Deacon~~

~~Sec. 43.2.1.—There shall be an Ecclesiastical Trial Court (“the Court”) for the trial of any Member of the Clergy under its jurisdiction.~~

~~Sec. 43.2.2.—The Court shall be composed of three (3) Members of the Clergy each of whom shall be canonically resident and domiciled in the Diocese and two (2) lay persons, each of whom shall be an adult confirmed communicant in good standing and regularly active in a Parish or Mission of the Diocese.~~

~~Sec. 43.2.3.—The members of the Court shall be elected for five (5) year terms at the annual meeting of the Convention and shall remain in office until their successors are elected and qualified. No member, having served a full term, shall be eligible for election at the annual meeting of the Convention at which such member’s term expires. The terms of the members shall be staggered so that one member’s term shall expire at each annual meeting of the Convention.~~

~~Sec. 43.2.4.—Upon adjournment of each annual meeting of the Convention, and in no event later than two (2) months following its adjournment, the members of the Court shall, by majority vote, elect one of their number to be the Presiding Judge of the Court to serve until the next annual meeting of the Convention.~~

~~Sec. 43.2.5.—Upon adjournment of each annual meeting of the Convention, and in no event later than two (2) months following its adjournment, the members of the Standing Committee shall, by majority vote, elect a Church Attorney as defined by Title IV of the Canons of The Episcopal Church as the same may be from time to time amended, for a term of one year and until the successor is elected and qualified.~~

~~Sec. 43.2.6.—Vacancies occurring within the membership of the Court shall be filled as soon as may be convenient by election by a majority vote of the Diocesan Council. The person elected shall be of the same order as the one whose absence created the vacancy and shall have the other qualifications as set forth in Sec. 43.2.2.~~

~~Sec. 43.2.7.—The Court and any proceedings before it shall be governed by the provisions of Title IV of the Canons of The Episcopal Church as the same may be from time to time amended.~~

~~Sec. 43.2.8. — Except as otherwise expressly provided or unless the context otherwise requires, as used in this Canon, the terms and phrases shall have the meanings as set forth in General Canon IV.15, as amended in 2006.~~

~~Sec. 43.2.9. — Sections 43.1 and 43.2 shall apply to any information received on or before June 30, 2011, and shall be applicable and remain in effect until any investigation generated from information received on or before June 30, 2011 is fully resolved.~~

~~B. Information received on or after July 1, 2011~~

### *Sec. 43 Ecclesiastical Discipline*

Sec. 43.1. Title IV of General Canons. Those provisions of Title IV of the General Canons which are applicable to the Diocese are hereby incorporated as part of this Section. To the extent, if any, that any of the provisions of this Section are in conflict or inconsistent with the provisions of Title IV *of the General Canon*, the provisions of Title IV shall govern.

Sec. 43.1.2. Discipline Structure.

Sec. 43.1.2A. Disciplinary Board. The Board shall consist of not less than seven persons, four of whom are members of the Clergy and three of whom are Laity.

Sec. 43.1.2B. Clergy Members. The Clergy members of the Board must be canonically and geographically resident within the Diocese.

Sec. 43.1.2C. Lay Members. The lay members of the Board shall be Adult Communicants in Good Standing, and geographically resident in the Diocese.

Sec. 43.1.2D. Appointment.

(a) Initial members of the Board shall be appointed by the Bishop with the confirmation of the Standing Committee and will take office on July 1, 2011. Terms will expire December 31, 2011. Initial members are eligible for appointment and confirmation in accordance with Sec. 43.3.2D(b).

(b) Beginning with Convention 2011, members of the Board shall be appointed by the Bishop and confirmed by the Convention. Each member shall serve for a three (3)-year term. The term of the member shall commence on the first (1<sup>st</sup>) day of the year following election. The terms of office of the Board shall be staggered and arranged into three classes. .

Sec. 43.1.2E Vacancies. Vacancies on the Board shall be filled as follows:

(a) Upon the determination that a vacancy exists, the President of the Board shall notify the Bishop of the vacancy and request appointment of a replacement member of the same order as the member to be replaced.

(b) The Bishop shall appoint a replacement Board member with the advice and consent of the Standing Committee.

(c) Persons appointed to fill vacancies on the Board shall meet the same eligibility requirements as apply to elected Board members.

(d) With respect to a vacancy created for any reason other than pursuant to a challenge as provided below, the term of any person selected as a replacement Board member shall be until the next annual Convention. With respect to a vacancy resulting from a challenge, the replacement Board member shall serve only for the proceedings for which the elected Board member is not serving as a result of the challenge.

Sec. 43.1.2F. Preserving Impartiality. In any proceeding under this Section, if any member of a Conference Panel or Hearing Panel of the Board shall become aware of a personal conflict of interest or undue bias, that member shall immediately notify the President of the Board and request a replacement member of the Panel. Respondent's Counsel and the Church Attorney shall have the right to challenge any member of a Panel for conflict of interest or undue bias by motion to the Panel for disqualification of the challenged member. The members of the Panel not the subjects of the challenge shall promptly consider the motion and determine whether the challenged Panel member shall be disqualified from participating in that proceeding.

Sec. 43.1.2G. President. Within sixty (60) days following the annual Convention, the Board shall convene to elect a President to serve for the following calendar year.

Sec. 43.1.2H. Intake Officer. The Intake Officer shall be appointed from time to time by the Bishop after consultation with the Board. The Bishop may appoint one or more Intake Officers according to the needs of the Diocese. The Bishop shall publish the name(s) and contact information of the Intake Officer(s) throughout the Diocese.

Sec. 43.1.2I. Investigator. The Bishop shall appoint an Investigator in consultation with the President of the Board. The Investigator may, but need not, be a Member of the Church.

Sec. 43.1.2J. Church Attorney. Within sixty (60) days following each annual Convention, the Bishop in consultation with the Standing Committee shall appoint an attorney to serve as Church Attorney to serve for the following calendar year. The person so selected must be a Member of the Church and a duly licensed attorney, but need not reside within the Diocese. The Bishop with the consent of the Standing Committee may remove the Church Attorney for cause.

Sec. 43.1.2K. Pastoral Response Coordinator. The Bishop may appoint a Pastoral Response Coordinator, to serve at the will of the Bishop in coordinating the delivery of appropriate pastoral responses provided for in Title IV.8 of the General Canons and this Section.

The Pastoral Response Coordinator may be the Intake Officer, but shall not be a person serving in any other appointed or elected capacity under this Section.

Sec. 43.1.2L. Advisors. In each proceeding under this Section, the Bishop shall appoint an Advisor for the Complainant and an Advisor for the Respondent. Persons serving as Advisors shall hold no other appointed or elected position provided for under this Section, and shall not include chancellors or vice chancellors of this Diocese or any person likely to be called as a witness in the proceeding.

Sec. 43.1.2M. Clerk. The Board shall appoint a Board Clerk to assist the Board with records management and administrative support. The Clerk may be a member of the Board.

Sec. 43.2. Costs and Expenses.

Sec. 43.2.1A. Costs Incurred by the Church. The reasonable costs and expenses of the Board, the Intake Officer, the Investigator, the Church Attorney, the Board Clerk and the Pastoral Response Coordinator shall be the obligation of the Diocese.

Sec. 43.2.1B. Costs Incurred by the Respondent. In the event of a final Order dismissing the complaint, or by provisions of a Covenant approved by the Bishop, the reasonable defense fees and costs incurred by the Respondent may be paid or reimbursed by the Diocese.

Sec. 43.2.2. Records.

Sec. 43.2.2A. Records of Proceedings. Records of active proceedings before the Board, including the period of any pending appeal, shall be preserved and maintained in the custody of the Clerk, if there be one, otherwise by the Diocesan offices.

Sec. 43.2.2B. Permanent Records. The Bishop shall make provision for the permanent storage of records of all proceedings under this Section at the Diocese and the Archives of the Episcopal Church, as prescribed in Title IV of the General Canons.

(Amended in full: 27<sup>th</sup> Ann. Conv. 1995; Amended: Sec. 43.3 and Sec. 43.5, 33<sup>rd</sup> Ann. Conv. 2001; Repealed: Sec. 42A, 42<sup>nd</sup> Ann. Conv. 2010; Amended in full: Sec. 43, 42<sup>nd</sup> Ann. Conv. 2010. **Amended: Repealed obsolete Sec.43.1 and 43.2 in its entirety, renumbered Sec. 43.3 (now Sec. 43.1-Section 43.2); amended Sec. 43.1 for clarity, 51<sup>st</sup> Ann. Conv. 2019)**)

## VII. CANONICAL LEGISLATION

### **Canon 44. Titles and Descriptions of Canons**

Sec. 44.1. The titles of these Canons shall not be deemed to be a part of the law governing this Diocese.

### **Canon 45. Record of Constitution and Canons**

Sec. 45.1. The Registrar of the Diocese shall procure and keep a suitable book, entitled “The Constitution and Canons of the Diocese of Hawai‘i,” in which shall be recorded the Constitution and Canons of the Diocese, with a certificate of their adoption signed by the President and Secretary of the Convention.

Sec. 45.2. All Constitutions and Canons, and all amendments thereof and additions thereto, hereafter adopted by the Convention shall be certified by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein pursuant to this Canon.

### **Canon 46. Amendment of Canons**

Sec. 46.1. To amend these Canons, it shall be necessary that every proposition or resolution so to do shall have been served upon the delegates to any annual meeting of the Convention at which such proposition or resolution shall be considered thirty days prior thereto and such amendment must be approved during the same Convention by a majority vote in each order, voting separately, and concurred in by the Bishop. In the event such notice shall not have been given or the Bishop does not concur in the amendment, an amendment may be made provided that two-thirds of each order favor the same.

Sec. 46.2. In order to preserve the orderly arrangement of additions or alterations to these Canons, such new matter shall conform to the designation and numbering system followed throughout the foregoing Canons, except that additional material shall be placed and numbered as follows:

Sec. 46.2.1. A new Canon which should logically be inserted between two existing Canons shall bear the Arabic number of the Canon it follows with the added designation “A”, e.g., a new Canon between Canon 11 and Canon 12 shall be “Canon 11A”.

Sec. 46.2.2. A new section of a Canon which should logically be inserted between the material in an existing Sec. “.1” and Sec. “.2” shall be designated Sec. “.1A”, and thereafter any material subsequently added which should be logically inserted after said added matter in Sec. “.1A” and before Sec. “.2” shall be designated Sec. “.1B”, and so on.

Sec. 46.2.3. A new subsection of material which should logically be

inserted after an existing subsection “. 1” shall be designated “.1A”. A further addition which should logically be inserted after such new “.1A” shall be designated as “.1B” and any additional subsections shall be similarly designated and extended according to this principle.

**Sec. 46.2.4. Should there be amendment(s) to the General Canons of The Episcopal Church which change the numbering system or alter how those General Canons are referenced in the Hawai’i canons, those changes will be assumed as incorporated in these Canons. Moreover, those provisions of the General Canons which are applicable to the Diocese are hereby incorporated. To the extent, if any, that any of the provisions of the Hawai’i canons are in conflict or inconsistent with the provisions of the General Canons, the provisions of the General Canons shall govern.**

**(Amended: add Sec.46.2.4, 51<sup>st</sup> Ann. Conv. 2019)**

#### **Canon 47. Repealing Former Canons**

Sec. 47.1. All former Canons of this Diocese, not included in these Canons, are hereby repealed, but the validity of any previous action taken in accordance with them shall not be affected.

## Attachment 6: 2020 Budget Narrative and Numbers

### Narrative and Explanation

#### INCOME

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

Assessment income is the amount levied by the Convention (as authorized by Article XII of the Constitution of the Diocese) on each congregation in the Diocese of Hawai‘i to support the programs and expenses of the Diocese. The projected income shown in this budget is based on a 2020 assessment rate of 18% of each congregation’s operating income, as shown on the 2018 parochial report on file.

##### 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 2020, 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 2020 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); increase due to new endowment funds
- 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)

*Trust Funds:* There are four non-endowment funds of which the Diocese is the beneficiary of investment income but has no investment management oversight. The 2020 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 the five-six units in the Diocesan-owned Cluett Apartments on the mauka side of Queen Emma Square next to St. Peter’s Church. Management and tenant oversight of the Cluett Apartments is currently outsourced. Five or six units are rented to tenants (one unit may be provided to the Chaplain of St. Andrew’s Schools in lieu of a housing allowance). The hope is that the Cluett Apartments will be torn down in 2020 and replaced with parking.

##### Page 3, Line 1d: Parking



Parking income is from the rental of Diocesan parking spaces on Queen Emma Square which are rented to St. Andrew's Schools and four individuals.

Page 3, Line 1e: Restricted donation- Waiolaihui'ia

This represents a restricted donation received for Waiolaihui'ia. (The Local Diocesan Ordination Formation Program).

Page 3, Line 1f: Interest

This represents the interest earned on Diocesan cash accounts and Certificates of Deposits.

Page 3, Line 1g: Miscellaneous

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

Page 3, Line 1h: Reserves from prior years

The amount budgeted in 2019 is used to balance the budget.

**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 Worldwide Anglican Communion. The every 2 year meeting was held in Hawai'i in 2019.

Page 5, Line 2b: Pacific Islander Ministry Committee

This Committee has been disbanded for more focused work in Tongan ministry (see line 2d).

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.

Page 5, Line 3a: Agreed Upon Procedures ("Audit" Expenses)- Missions

The Diocese includes in its budget the funds for missions to have an annual agreed upon procedures "audit" conducted. This is a national canonical requirement, coming from an action of the General Convention of the Episcopal Church. (Parishes also are canonically required to have an annual audit, but at their own expense.) Agreed upon procedures is work agreed upon between the diocese and the auditor to review control procedures over financial and other transactions.

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 [www.calvarykaneohe.org](http://www.calvarykaneohe.org)). Their vicar since 2018 is 3/4-time, and their 2018 Average Sunday Attendance was 42.

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. ([www.gracechurchmolokai.com](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 allocation affirms the ministry of this isolated Hawai‘i Island congregation. St. Jude’s is a small Organized Mission with significant outreach to its community. 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 planting of a viable Episcopal congregation in the area of west O‘ahu (part of the Ahupua‘a of Hono‘uliuli ) in the area between Iroquois Point and Ko Olina that includes Kapolei, Makakilo and Ewa Villages. The Episcopal Church in Hawai‘i owns land near Kapolei Elementary School.

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. In addition, there is funding for joint initiatives: (1) Camps on neighbor islands and sites on Oahu outside of the Camp, and (2) youth events. The 2020 budget includes an allocation of \$70,000 for those summer camps and youth ministry to help offset some of the expenses. 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 direct support of the mission of the Diocese. (See <https://www.campmokuleia.org>)

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. Christian formation is most effectively done on the congregational level, but this line item helps to support those efforts by funding diocesan membership fees for such programs as Education for Ministry (EfM) and Godly Play. The Christian Formation budget can provide additional resources for Diocesan-wide Christian education initiatives. Training for clergy and lay leaders is funded elsewhere in this budget (6a and 6b)

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. This program is expected to begin this Fall or Spring with a local facilitator. The line item would cover transportation, and other meeting costs.

Page 5, Line 4d: EYE Travel Fund

Every three years, there is a nation-wide 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 July 7-11, 2020, at Howard University, Washington, D.C. 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.

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 for congregations' leaders and direct support for congregations, and works with the Episcopal Church Foundation (ECF) on marketing, training, and gift planning. This line item also funds Ho'ike Ulu Legacy Society events that honor good stewards who have remembered their congregations, the Diocese, or another ministry in their wills or estate plans.

Page 5, Line 4f: Safe Church Trainings

This line item funds canonically required training. Since 2017, the Diocese has gone to individual online training for preventing sexual misconduct against both children and adults to promote a Safe Church environment. ~~The online training is less costly than hiring local trainers, so the budget allocation has been reduced. At the 2019 Convention a change was made to increase the budget to include in-person training for 2020.~~ This training is required by General Convention resolutions and by Diocesan policy. (See <https://www.episcopalhawaii.org/safe-church- trainings.html>)

Page 5, Line 4g: 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, the Diocesan Council has decided to help St. Andrew's Schools with the Chaplain's compensation package. St. Andrew's Schools is a Diocesan school with the Diocesan Council electing the Board of Trustees. Because the primary campus is on land owned by the Episcopal Church in Hawai'i, it is essential that a qualified Episcopal Chaplain be in place to liaison with the Diocese and the Cathedral. The increase in the 2020 budget includes funds for a cash housing allowance. (See <http://www.standrewsschools.org>)

Page 5, Line 4h: Presiding Bishop Visit (2019)

The Presiding Bishop visited Hawai'i March 22-24, 2019. These funds were used to pay for the various events that were planned for his visit and our 50<sup>th</sup> anniversary 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 all Maui congregations. Like Camp Mokulē'ia and St. Andrew's Schools, ACCW is a subsidiary of the Episcopal Church in Hawai'i. The program uses the care-van to deliver essential food, hygiene and clothing items throughout the island. With a strong volunteer base from the Episcopal Churches on Maui, the program is growing and now includes other churches and other religious communities. (See [www.episcopalhawaii.org/a-cup-of-cold-water.html](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 budget also includes funds for Pacific Health Ministries and the Samaritan Counseling Center (which does the church canon required psychological testing for those in the ordination process).

Page 6, Line 5c: Prison Chaplaincy

This line item is to pay for a part-time chaplain for a prison ministry in the State of Hawai'i.

Page 6, Line 5d: Prison Ministry

This line item provides funds related to prison ministry expenses such as supplies needed for 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)

Page 6, Line 6a: Lay Leadership Development

This is for training and/or conferences for church administrative staff and other types of lay leadership such as wardens, vestry members, bishop's committee members, and treasurers. It also pays for interisland air travel for a preset number of neighbor island attendees.

Page 6, Line 6b: Clergy Leadership Development

This line item was called "Clergy Conference" in prior years, and funds the expenses, mostly airfare, for Clergy Education Days 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 also can cover the airfare for clergy spouses to attend planned Clergy Spouse events, if any.

Page 6, Line 6c: Curacy Support

This account continues to fund the opportunity for newly graduated seminarians from the Diocese to return to Hawai'i after ordination. 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. There are currently 3 curates serving in 'Iolani School, Holy Nativity and St Peter's. Another will be

placed in the Episcopal Church in Europe. The Diocese supports the curate's compensation package by paying \$60,000 per year per curate to the church at which the curate is serving.

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

In the 2017 budget this line item was called "Other" under the Ministry Development section. In 2018 it was renamed "Commission on Ministry" and includes expenses such as:

- Psychological testing and background checks for those in the ordination process (both of which are required by church canon) and background checks for candidates for positions as priests in mission congregations.
- Any costs associated with the training and licensing of laypersons to the licensed ministries spelled out in Title III of the Canons of The Episcopal Church.
- The cost of various books, periodicals, and other resources intended to promote leadership or ministry development and discernment throughout the Diocese.

Page 6, Line 6e: Support for those attending residential seminaries

Seminarian support in the amount of \$1,000 per semester to help cover tuition for anyone being sponsored for ordination by a congregation in the Diocese of Hawai'i and attending a seminary. Two seminarians graduated in mid-2019. There are no seminarians in 2020.

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

Waiolaihui'ia is the Hawai'i program for those being formed for ordination to the priesthood or vocational diaconate. The next 3 years will be significantly funded by a donor-restricted reserve fund. This program is intended to provide training and formation for mature persons, established in the local life of Hawai'i, for whom the disruption and cost of mainland seminary is not feasible. These individuals have the flexibility and stability to serve a congregation. Graduates of Waiolaihui'ia are expected to meet all canonical requirements for ordination. There is a one-year preparatory program followed by the three-year Waiolaihui'ia. There is currently 1 student and 3 in the preparatory program.

Page 6, Line 6g: Waiolaihui'ia Academic Dean

This represents the compensation and benefits paid to the Academic Dean who oversees the local training program for ordination noted in Line 6g.

Page 6, Line 7a: Diocesan Council Grants

The Diocesan Council Grants are provided under the oversight of the Diocesan Council. Grants are to support the work of including of Diocesan groups (parishes, organized missions, schools, shared ministries, and the Camp) as they seek to engage in activities that support the Five Marks of Mission, and are in alignment with the vision and goals of the Episcopal Church in Hawai'i. Funding is designated primarily in support of new projects with the intent to assist groups in getting projects on a sound and sustainable footing. Consideration will be given to existing projects that have shown continued growth and impact on their communities, but need an extra layer of support in order to meet long-term goals or expand ministries.

Page 6, Line 7b: Bishop's Emergency Grants

This is an emergency fund to aid congregations which is approved by Diocesan Council on the recommendation of the Bishop. These funds are used for unplanned emergencies that threaten the ministry of the congregation. These emergencies are often expensive to address (retaining walls, sewer systems, plumbing, electrical, etc.) and the Diocese usually can 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 Fund

This line item provides the annual allocation to a reserve fund to be held in reserve over three years to support the travel and meeting costs for the Bishop and his spouse to attend the triennial General Convention of the Episcopal Church.

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 pays for 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 and spouse's travel expenses (transportation, meals, lodging, etc.) for church visitations, meetings, conferences, etc.). It also covers the Bishop's continuing education.

Page 7, Line 8f: Lambeth Conference Travel Fund

This line item funds a reserve to pay for Bishop's and spouse's attendance at future Lambeth conferences. The amount in the reserve account (Lambeth Conference Travel Fund) as of June 2019 was approximately \$43,000. The next Lambeth Conference is scheduled for the summer of 2020. (see <https://www.lambethconference.org/en/>)

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

Fund) This line item funds a reserve to cover the costs of transitions of future bishops. The amount in the reserve account (Election Process Fund) as of June 2019 was approximately \$214,000.

Page 7, Line 9a: Executive Assistant to the Bishop

In 2019, this line item was moved from the Episcopate section into the Diocesan Support Center Staff section. This line item includes the compensation and benefits for the Bishop's

Executive Assistant. The Executive Assistant provides administrative support to the Bishop and the Diocese.

Page 7, Line 9b: Accountant

This line item represents the compensation and benefits for the accountant. The accountant 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. This position was previously designated as “Bookkeeper,” but with increased responsibilities for oversight of the accounts and increased duties, it is now an “Accountant” position.

Page 7, Line 9c: Business Manager

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

Page 7, Line 9d: 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 9e: Office Support (Part-time)

In 2019 the Diocesan Support Center operated with one part-time position instead of the budgeted full-time position, so the 2020 budget reflects that.

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

This position’s planned termination was ended March 2019, so it has been removed from the 2020 budget.

Page 7, Line 9g: Treasurer and Planned Giving Officer

This line represents the compensation and benefits for the Treasurer, who oversees investments, finances, accounting, real estate, insurance, and taxes. In addition to duties as the Treasurer, the person currently filling the position also coordinates the planned giving program of the Diocese.

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, reproduction of images from other institutions, exhibits,

and attendance by our volunteer Diocesan Historiographer at a professional development conference.

Page 7, Line 10c: Audit Expenses – Diocese

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

Page 7, Line 10d: Chancellor’s Expenses

This line item allows the Chancellor to participate in the Western Chancellors' Conference, and provides access to a computer research service and certain publications in support of the legal assistance that the Chancellor 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. The additional funding for this position is to cover actual costs.

Page 7, Line 10g: Diocesan Convention

This line item covers the unreimbursed cost of holding the annual meeting of Diocesan Convention, including area meeting costs, convention meeting costs, supplies, materials, and postage. This cost is net of registration fees/meals. 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 insurance to insure The Episcopal Church in Hawai‘i from errors and omissions by its directors, officers and volunteers. The insurance premium is based on claims experiences and market conditions.

Page 7, Line 10i: General Convention Deputy Support Fund

This line item provides the annual allocation to a reserve fund to be held in reserve over three years to support the eight deputies (four clergy and four lay), the first alternate for clergy, and first alternate for lay) from our Diocese who attend the triennial General Convention of the Episcopal Church. The next one is scheduled for July 2021 in Baltimore, Maryland.

Page 7, Line 10j: Legal and Related Expenses

This represents legal, ethical, Disciplinary Board, and related costs incurred by the Diocese. The increase is mainly to pay for contract, lease, and license reviews which we now have to pay for. Unexpended legal expenses up to \$5,000 per year 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 outside of regularly scheduled meetings. In 2020 this will be funded from other line items.

Page 7, Line 10l: Strategic Initiatives

This budget account is for expenses related to the completion of work to be done by the first set of Design Teams. The continued work is covered in other parts of the budget.

Page 7, Line 10m: Office Expenses

This line item includes telephone, copying costs, equipment maintenance, subscriptions, postage, equipment purchase, 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, general excise tax, etc. The hope is that the Cluett Apartments will be replaced with parking in 2020.

Page 7, Line 10o: Property - Diocese

This account covers expenses related to Queen Emma Square, such as general liability and umbrella insurance and the cost of maintenance of the trees on the Diocesan parking lot.

Page 7, Line 10p: 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 10q: 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 10r: Staff Continuing Education

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

Page 7, Line 10s: Temporary Staffing

This line item covers temporary staffing for special projects.

Page 7, Line 10t: 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 10u: 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 10v: 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 2020 assessment is 15% of the 2018 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: Memorial Building Capital Fund

This line item funds the Diocesan Capital Reserve to share costs of capital improvements of the Memorial Building (for example, the roof), where the Diocesan Support Center is housed.

Page 8, Line 11b: Diocesan Office Cleaning Expense

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

Page 8, Line 11c: Security Shared with the Queen Emma Square

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

Page 8, Line 11d: Shared Cathedral Expenses

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

Page 8, Line 12a: Governance Groups Travel

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

Page 8, 12b: Staff Travel

This line item supports the ministries of members of the Diocesan Support Center by funding travel for meetings, consultations, conferences, and church-related programs.

Page 8, Line 13a: Kapolei land

This budget line pays the property taxes and other expenses to maintain property 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 qualified retired clergy (and their spouses) and qualified lay employees to cover a portion of their Medigap insurance costs. The guidelines for eligibility are currently based on employment status in a compensated position and years of service in the Diocese (at least 10 years before the date of retirement or 20 years in the Diocese even if retiring while serving in another Diocese). This benefit will be reviewed by Diocesan Council in 2020.

## Total Income

1	<b>TOTAL INCOME (in \$)</b>					
		<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
	<b>ACTUAL</b>	<b>BUDGET</b>	<b>PROPOSED BUDGET</b>	<b>FORECAST</b>	<b>FORECAST</b>	
	<b><u>Income</u></b>					
1 a	Assessments	1,737,064	1,761,656	1,784,753	1,820,400	1,856,800
	<i>Rate</i>	<b>18%</b>	<b>18%</b>	<b>18%</b>	<b>18%</b>	<b>18%</b>
1 b	<b>Investment Income</b>					
	Portfolio (Restricted)	163,833	166,200	166,000	169,300	172,700
	Portfolio (Unrestricted)	15,447	15,750	26,500	27,000	27,500
	Von Holt Fund (Unrestricted)	150,932	153,100	148,700	151,700	154,700
	Helen Hagemeyer End Fd (Restricted)	41,174	41,800	41,700	42,500	43,400
	Ing Fund (Unrestricted)	68,847	69,900	69,700	71,100	72,500
	Catton Fund (Restricted)	22,798	24,400	23,700	24,200	24,700
	Parke Trust (Unrestricted)	45,766	45,000	45,000	45,900	46,800
	Prisanlee Fund (Unrestricted)	19,718	21,000	19,000	19,400	19,800
	Valvon Fund (Unrestricted)	22,200	22,500	21,000	21,400	21,800
	<b>Total Investments</b>	<b>550,715</b>	<b>559,650</b>	<b>561,300</b>	<b>572,500</b>	<b>583,900</b>
	<b><u>Rentals</u></b>					
1 c	Apartments	75,808	83,400	79,400	-	-
1 d	MacCray House	-	-	-	-	-
1 d	Parking	98,084	100,750	103,200	105,300	107,400
	<b>Total Rentals</b>	<b>173,892</b>	<b>184,150</b>	<b>182,600</b>	<b>105,300</b>	<b>107,400</b>
1 e	Restricted Donation - Waiolaihui'ia	-	-	30,000	30,000	30,000
1 f	Interest	2,454	500	11,300	11,500	11,700
1 g	Miscellaneous	2,800	3,000	3,000	3,000	3,000
1 h	Reserves from prior years	-	90,500	-	-	-
	<b>GRAND TOTAL INCOME</b>	<b>2,466,925</b>	<b>2,599,456</b>	<b>2,572,953</b>	<b>2,542,700</b>	<b>2,592,800</b>

## Total Expenditures

### TOTAL EXPENDITURES (in \$)

	2018	2019	2020	2021	2022
	ACTUAL	BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
<b><u>Expenses</u></b>					
Ministry and Mission	673,742	849,284	821,983	722,100	656,000
Diocesan Organization	1,726,796	1,750,172	1,750,970	1,737,100	1,790,600
<b>GRAND TOTAL EXPENSES</b>	<b>2,400,538</b>	<b>2,599,456</b>	<b>2,572,953</b>	<b>2,459,200</b>	<b>2,446,600</b>
<b>SURPLUS</b>	<b>66,387</b>	<b>-</b>	<b>-</b>	<b>83,500</b>	<b>146,200</b>

Budget Page 4

## Ministry and Mission

### MINISTRY AND MISSION (IN \$)

	2018	2019	2020	2021	2022
	ACTUAL	BUDGET	PROPOSED BUDGET	FORECAST	FORECAST
<b>DIOCESAN INITIATIVES</b>					
2 a Native Hawaiian Ministry Committee	-	3,000	3,000	5,000	3,000
2 b Pacific Islander Ministry Committee	-	3,000	-	-	-
2 c Pacific Islander Missioner	25,691	-	-	-	-
2 d Tongan Ministry	-	10,000	10,000	10,000	10,000
Subtotal	25,691	16,000	13,000	15,000	13,000
<b>SUPPORT FOR ORGANIZED MISSIONS</b>					
3 a Agreed Upon Procedures Expenses-Mission	37,602	75,000	76,500	78,000	79,600
3 b Calvary	10,000	10,000	10,000	10,000	10,000
3 c Grace, Moloka'i	75,000	75,000	75,000	75,000	75,000
3 d St. James'/ St. Columba's	12,000	-	-	-	-
3 e St. Jude's, Ocean View	3,800	4,000	2,500	-	-
3 f West O'ahu	150,000	125,000	125,000	125,000	125,000
Subtotal	288,402	289,000	289,000	288,000	289,600
<b>DISCIPLESHIP</b>					
4 a Camp Mokolē'ia	30,000	70,000	70,000	70,000	70,000
4 b Christian Formation	6,267	20,000	10,000	10,000	10,000
4 c Diversity Training	-	2,000	2,000	2,000	2,000
4 d EYE Travel Fund	10,000	1,000	4,200	4,200	4,200
4 e Planned Giving	4,866	4,000	7,000	7,000	7,000
4 f Safe Church Training	-	1,000	<del>1,000</del> 10,000	1,000	1,000
4 g St. Andrew's Schools: Chaplain Support	7,929	18,800	37,800	38,600	39,400
4 h Presiding Bishop's Visit (2019)	-	30,000	-	-	-
Subtotal	59,062	146,800	132,000	132,800	133,600

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

			<b>2020</b>		
	<b>2018</b>	<b>2019</b>	<b>PROPOSED</b>	<b>2021</b>	<b>2022</b>
	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>FORECAST</b>	<b>FORECAST</b>
<b>OUTREACH AND JUSTICE</b>					
5 a	A Cup of Cold Water	5,000	5,000	5,000	5,000
5 b	Ecumenical/Interfaith Relationships	2,500	3,000	2,000	2,000
5 c	Prison Chaplaincy	21,122	21,500	21,900	22,300
5 d	Prison Ministry	5,947	4,750	4,600	4,800
	Subtotal	<u>34,569</u>	<u>34,250</u>	<u>33,500</u>	<u>34,000</u>
<b>MINISTRY DEVELOPMENT</b>					
6 a	Church Administration Development	-	-	-	-
6 a	Lay Leadership Development	4,043	18,500	10,000	10,200
6 b	Clergy Leadership Development	33,860	20,000	35,000	35,700
6 c	Curacy Support	99,317	190,000	175,000	70,000
6 d	Commission on Ministry (COM)	11,350	30,000	20,000	20,400
6 e	Support for those at Residential Seminaries	2,000	-	-	-
	Waiolaihui'ia (Local Ordination Formation	18,898	35,000	35,000	35,000
6 f	Program)				
6 g	Waiolaihui'ia - Academic Dean	34,900	35,772	37,000	37,700
	Subtotal	<u>204,368</u>	<u>329,272</u>	<u>312,000</u>	<u>209,000</u>
<b>OTHER</b>					
7 a	Diocesan Council Grants	6,000	15,000	<del>15,000</del> 6,000	15,300
7 b	Diocesan Fundraising Consultant	-	-	-	-
7 b	Bishop's Emergency Grants	55,650	18,962	27,483	28,000
7 d	Treasurers' Consultations	-	-	-	-
	Subtotal	<u>61,650</u>	<u>33,962</u>	<u>42,483</u>	<u>43,300</u>
<b>TOTAL MINISTRY AND MISSION</b>		<b><u>673,742</u></b>	<b><u>849,284</u></b>	<b><u>821,983</u></b>	<b><u>722,100</u></b>
		<b><u>656,000</u></b>			

## Diocesan Organization

### DIOCESAN ORGANIZATION (IN \$)

		2020				
		2018	2019	PROPOSED	2021	2022
		ACTUAL	BUDGET	BUDGET	FORECAST	FORECAST
<b>EPISCOPATE</b>						
8 a	Bishop	229,604	235,200	241,300	246,100	251,000
8 b	Bishop's General Convention Travel Fund	3,000	1,000	1,000	1,000	1,000
8 c	Hospitality	19,008	18,000	18,500	18,900	19,300
8 d	Keyman Insurance	488	550	570	600	600
8 e	Travel & Continuing Education	16,970	25,000	26,000	26,500	27,000
8 f	Lambeth Conference Travel Fund	-	1,000	1,000	1,000	1,000
8 g	Future Bishop Transition Fund	-	5,000	5,000	5,000	5,000
Subtotal		269,070	285,750	293,370	299,100	304,900
<b>DIOCESAN SUPPORT CENTER STAFF</b>						
9 a	Executive Assistant to the Bishop	86,940	89,500	93,200	95,100	97,000
9 b	Accountant	79,263	83,500	91,500	93,300	95,200
9 c	Business Manager	76,895	79,300	81,500	83,100	84,800
9 d	Canon for Cong Life & Leadership	137,657	143,300	146,700	149,600	152,600
9 e	Office Support (PT)	22,120	69,500	43,400	44,300	45,200
9 f	Strategic Planning Manager (Part-time)	46,757	23,100	-	-	-
9 g	Treasurer & Planned Giving Officer	188,482	190,800	195,400	199,300	203,300
Subtotal		638,114	679,000	651,700	664,700	678,100
<b>ADMINISTRATION</b>						
<b>DIOCESAN EXPENSE</b>						
10 a	Advertising	1,795	-	-	-	-
10 b	Archives	955	3,000	2,000	2,000	2,000
10 c	Audit Expenses - Diocese	32,754	32,000	33,000	33,700	34,400
10 d	Chancellor's Expenses	250	2,000	2,000	2,000	2,000
10 e	Church Internet/Website Support	876	1,500	1,400	1,400	1,400
10 f	Contract Communications Coordinator	14,090	15,000	35,700	48,000	60,000
10 g	Diocesan Convention	22,898	12,000	12,000	12,200	12,400
10 h	Directors & Officers Insurance	6,460	7,200	7,500	7,700	7,900
10 i	General Convention Deputy Support Fund	15,000	1,000	12,000	12,000	15,000
10 j	Legal & Related Expenses	46,832	30,000	30,000	30,600	31,200
10 k	Meeting Costs: Other	333	1,000	-	-	-
10 l	Strategic Initiatives	33,840	12,000	-	-	-
10 m	Office Expenses	58,191	62,400	63,700	65,000	66,300
10 n	Property - Cluett	50,024	77,000	62,000	-	-
10 o	Property - Diocese	2,933	10,000	8,000	8,200	8,400
10 p	Property Taxes - Cluett Apts & Parking	16,605	17,000	18,000	15,000	15,300
10 q	Province VIII Quota	6,000	6,222	6,300	6,400	6,500
10 r	Staff Continuing Education	23,937	10,000	11,000	11,200	11,400
10 s	Temporary Staffing	3,187	8,000	2,000	2,000	2,000
10 t	Storage	9,117	9,000	9,200	9,400	9,600
10 u	Technology Support	20,593	25,000	25,500	26,000	26,500
10 v	The Episcopal Church Quota (Assessment)	287,700	268,200	293,100	306,300	318,300
Subtotal		654,370	609,522	634,400	599,100	630,600



	<b>2020</b>				
	<b>2018</b>	<b>2019</b>	<b>PROPOSED</b>	<b>2021</b>	<b>2022</b>
	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>FORECAST</b>	<b>FORECAST</b>
<b>AULT MEMORIAL OFFICE BUILDING EXPENSE</b>					
11 a Memorial Building Capital Fund	34,000	35,000	35,000	35,000	35,000
11 b Diocesan Office Cleaning Expenses	13,686	9,500	10,000	10,200	10,400
11 c Security Shared with Queen Emma Square	15,000	16,000	17,000	17,300	17,600
11 d Shared Cathedral Expenses	26,000	26,000	26,500	27,000	27,500
Subtotal	<u>88,686</u>	<u>86,500</u>	<u>88,500</u>	<u>89,500</u>	<u>90,500</u>
<b>TRAVEL</b>					
12 a Governance Groups Travel	21,899	25,000	23,000	23,500	24,000
12 b Staff Travel	13,610	18,000	19,000	19,400	19,800
Subtotal	<u>35,509</u>	<u>43,000</u>	<u>42,000</u>	<u>42,900</u>	<u>43,800</u>
<b>OTHER</b>					
13 a Kapolei land	16,647	22,000	17,300	17,600	18,000
13 b Medigap Program	24,400	24,400	23,700	24,200	24,700
Subtotal	<u>41,047</u>	<u>46,400</u>	<u>41,000</u>	<u>41,800</u>	<u>42,700</u>
<b>TOTAL DIOCESAN ORGANIZATION</b>	<b><u>1,726,796</u></b>	<b><u>1,750,172</u></b>	<b><u>1,750,970</u></b>	<b><u>1,737,100</u></b>	<b><u>1,790,600</u></b>

## Attachment 7: The Bishop's Statistical Report

### Clergy at October 2, 2019

Bishop Diocesan	1
Active Canonically Resident	57
Retired Canonically Resident	58
Licensed	12
Non-Parochial	78
Military Chaplains	3

**According to Title III, Canon 12, Section 3(d), the following has occurred in our Diocese from October 2, 2018 to October 1, 2019.**

Admitted as Postulant for Holy Orders: 1  
Frank Condello

Removed as Candidate for Holy Orders: 1  
Fane Lino

### **Licensed Ministers**

<u>Eucharistic Ministers:</u>	Total of 90 with a current license 23 have been licensed in the past year
<u>Eucharistic Visitors:</u>	Total of 31 with a current license 12 have been licensed in the past year
<u>Worship Leaders:</u>	Total of 17 with a current license 7 have been licensed in the past year

### **Clergy Changes**

Lost by Death: 3  
Nov 4, 2018      Thomas Van Culin  
Jan 1, 2019      Richard Cromwell  
Jan 20, 2019     Malcolm N. Chun

Change of Canonical Residence out of the Diocese: 1  
Nov 6, 2018      Ryan Newman      To: San Joaquin

Change of Canonical Residence into the Diocese: 3  
Jan 30, 2019      Robert Steele      From: Newark  
Feb 16, 2019      Dwight Brown      From: Virginia  
Mar 26, 2019      David Glaser      From: Michigan

## **Ordinations**

### To the Priesthood: 6

December 22, 2018	Jasmine Hanakaulani Bostock
December 8, 2018	Christopher Mark Bridges
March 9, 2019	Lou Ann Ha'aheo Guanson
January 5, 2019	Alison Donohue
January 12, 2019	Mark KekaiLeonui Edward Haworth
April 6, 2019	Niel Preston Lentz

### To the Diaconate: 2

June 22, 2019	Andrew Junichi Arakawa
June 22, 2019	Stephen Bruce McPeck

## **Sacramental Acts**

Baptisms	7
Confirmations	16
Receptions	5
Reaffirmations	6
Burials	4
Marriages	0
Celebration of New Ministry	1

## **Other**

Consents to the election of bishops:	11
Non-consents to election of bishops:	0
Consents to the resignation of bishops:	1

## Attachment 8: Official Clergy List

### ACTIVE CLERGY

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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, 2019.

		<b>Year of Ordination to Diaconate</b>
1986	The Rev. Imelda S. Padasdao (Priest) St. Elizabeth's, Priest Associate 1326 Konia Street; Honolulu, HI 96817	1986
1988	The Rev. Peter S. Fan (Priest) St. Elizabeth's, Priest Associate 832 Olokele Avenue; Honolulu, HI 96816	1980
1996	The Rev. P.S. Noriaki Ueda (Priest) St. Luke's International Hospital, Japan 5-21-16 Minami-senju, Arakawa-ku; Tokyo, Japan 116-0003	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) St. Margaret's School, Japan 5-21-16 Minami-senju, Arakawa-ku; Tokyo, Japan 116-0003	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 <sup>th</sup> Street; Honolulu, HI 96818	1996
2006	The Rev. David Gierlach (Priest) St. Elizabeth's, Rector 231 Miloiki Place; Honolulu, HI 96825	2006

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. 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) 350 11 <sup>th</sup> Avenue, #623; San Diego, CA 92101	2008
2012	The Rev. Michael Tinnon (Priest) 350 11 <sup>th</sup> Avenue, #623; San Diego, CA 92101	2008
2012	The Rev. Leo Loyola (Priest) 2016 Avignon Dr; Carrollton, TX 75007	2012
2012	The Rev. Dcn. Janice Watson (Deacon) 6055 Northcrest Village Way; Spring, TX 77388	2008

2012	The Rev. Kerith Harding (Priest) St. John's (Kula), Rector 8986 Kula Highway; Kula, HI 96790	2009
2013	The Rev. Dcn. Cris South (Deacon) 942 Alexis Lucia Road; Alexis, NC 28006	2013
2013	The Ven. Steve Costa (Deacon) 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) All Soul's Church, Okinawa 101 Aza Yoshihara; Chatan Okinawa, Japan 904-0106	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 1412 Alapai Street; 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 <sup>th</sup> 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. Craig Vance (Priest) 37 Lilac Lane; Carmel Valley, CA 93924	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) 1412 Alapai Street; 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 2415 Ala Wai Blvd., #1108; Honolulu, HI 96815	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 Rd; 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 1939 Kaiwiki Road; Hilo, HI 96720	2013
2018	The Rev. Dustin Berg (Priest) Calvary, Priest-in-Charge 3030 Kahaloa Place; Honolulu, HI 96822	2006

2018	The Rev. Jasmine Bostock (Priest) St. Peter's, Curate 327 Puuhue Place; Honolulu, HI 96817	2018
2018	The Rev. Christopher Bridges (Priest) Holy Nativity, Curate 2080 Mauna Place; Honolulu, HI 96822	2018
2018	The Rev. Alison Donohue (Priest) St. John's, Priest Associate 8986 Kula Highway; Kula, HI 96790	2018
2018	The Rev. Ha'aheo Guanson (Priest) St. Clement, Curate 88 Piikoi Street, #505; Honolulu, HI 96814	2018
2018	The Rev. Mark Haworth (Priest) St. John the Baptist, Curate and St. Nicholas, Curate 60 North Beretania Street, #801; Honolulu, HI 96817	2018
2018	The Rev. Preston Lentz (Priest) 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) 480 Olinda Road; Makawao, HI 96768	2009
2018	The Rev. Bernard Yung (Priest) Episcopal Church in Micronesia 911 Marine Corps Drive; Tamuning, Guam 96913	2013
2019	The Rev. Andrew Arakawa (Transitional Deacon) 'Iolani School, Chaplain and St. Mark's, Curate 583 Kamoku Street, Unit #1207; Honolulu, HI 96826	2019
2019	The Rev. Dwight Brown (Priest) 75-258 Malulani Dr.; Kailua-Kona, HI 96740 Christ Church, Vicar	1981
2019	The Rev. David Glaser (Priest) 15-2074 7 <sup>th</sup> Ave; Keeau, HI 96749 Holy Apostles, Priest Associate	2010



2019	The Rev. Stephen McPeek (Transitional Deacon) The Church of St. Augustine of Canterbury, Curate Am Schlosspark 1, 65203 Wisbaden; Germany	2019
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**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, 2019.

		<b>Year of Ordination to Diaconate</b>
1954	The Rev. W. Edwin Bonsey (Priest) 401 Santa Clara Avenue, #309; Oakland, CA 94610	1954
1954	The Rev. David P. Coon (Priest) PO Box 690; Kamuela, HI 96743	1954
1960	The Rev. William H. Aulenbach, Jr. (Priest) 5200 Irvine Boulevard, #59; Irvine, CA 92620-2024	1960
1961	The Rev. J. Hollis Maxson (Priest) St. Christopher’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) 820 Wanaao Road; Kailua, HI 96734	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
1990	The Rev. Peter R. Besenbruch (Priest) 91-1162 Kai Oio Street; Ewa Beach, HI 96706	1982
1993	The Rev. Dcn. Leonard R. Howard (Deacon) 98-1128 Malualua Street; Aiea, HI 96701	1993
1993	The Rev. Gregory M. Johnson (Priest) PO Box 893788; Mililani, HI 96789	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) 15583 N. 79 <sup>th</sup> Drive; Peoria, AZ 85382	2000
2001	The Rev. Dcn. C.S. Honey Becker (Deacon) <i>Current address not available.</i>	2001
2001	The Rev. Dale C. Hathaway (Priest) 2079 Audubon Drive; Rock Hill, SC 29732	1982
2001	The Rev. Elizabeth A. Zivanov (Priest) 95108 Turnstone Court; Fernandina Beach, FL 32034	1993
2004	The Rev. Jodene Hawkins (Priest) 203 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) 119 LaMoree Road, SPC 38; San Marcos, CA 92078	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; Kealakekua, HI 96750	2004
2012	The Rev. Debra Vanover (Priest) 25 Hiatt Street; Lebanon, OR 97355	1996
2012	The Rev. David Blanchett (Priest) 5300 E. 4 <sup>th</sup> Avenue, #303; Anchorage, AK 99508	2004
2013	The Rt. Rev. Donald Hart (Bishop) 95 Wyman Road, Apt. 1107; Keene, NH 03431	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) 36101 Bob Hope Drive, STE E5208; Rancho Mirage, CA 92270	1972
2015	The Rev. George Clifford (Priest) Church of the Holy Nativity, Interim Rector 1177 Queen Street, #3303; Honolulu, HI 96814	1992

2016	The Rev. Cn. Kate Cullinane (Priest) 1177 Queen Street, #3303; Honolulu, HI 96814	1989
2016	The Rev. Marion Keator (Priest) St. James', Priest Associate 64-5119 Pukuniahiahi Place; Kamuela, HI 96743	2000
2019	The Rev. Robert E. Steele (Deacon) The Church of the Holy Nativity, Deacon 250 Kawaihae St. Unit 1B; Honolulu, HI 96825	1968

**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, 2019.

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

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

*+ Robert L. Fitzpatrick*

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

**OTHER LICENSED CLERGY**

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		<b>Year of Ordination to Diaconate</b>
11/29/09	The Rev. Alberto Alarcon (Priest) 95-1017 Kaaepeha 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
8/19/16	The Rev. Philip James Paradine (Priest) 411 Kaelepulu Dr, Unit B; Kailua, HI 96734 Canonical Residence: Virginia	1997
1/4/18	The Rev. Benjamin Newland (Priest) St. Mark's, Priest Associate 411 Hobron Lane, #602; Honolulu, HI 96815 Canonical Residence: Colorado	1998
8/20/19	The Rev. Fakatoumafi (Mafi) Vakameilalo St. Elizabeth's, Priest Associate 811 N. Vineyard Blvd, Apt. F13; Honolulu, HI 96817 Canonical Residence: Polynesia	1990
10/2/19	The Rev. Rolando Piso St. Paul's, Priest Associate 2209 Kula Kolea Drive; Honolulu, HI 96819 Canonical Residence: Philippine Independent Church	1986

## **LICENSED LUTHERAN PASTORS**

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

## Attachment 9: Annual Report of the Treasurer

The Balance sheet of The Episcopal Church in Hawai'i on December 31, 2018 showed assets of \$43,267,167; liabilities of \$19,698,795 (of which \$18,934,306 represents parish/mission investments balances); and net assets of \$23,568,372. The total operating income of the Diocese exceeded operating expenses in 2018 by \$66,387. It should be noted that all congregations have paid their 2018 assigned assessments, except Trinity By-the-Sea.

James Hasselman, CPA, audited our financial statements. The 2018 audit took a lot of work, because we had to implement the new Financial Accounting Standards Update- (ASU) 2016-14, i.e. Presentation of Financial Statements for Non Profits Entities. 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

### 2019

1. In your Annual Meeting workbook, you will find the current Budget versus Actual Operating Report as of August 31, 2019. The report is summarized to cut printing costs. If you want a detail report, please contact me.
2. Our Investment performance numbers are as follows: Year-to-date at 8/31/19 =10.9%; trailing 12 months = 2.2%; 5-Year trailing = 3.8%; since 6/30/92= 7.1%. The stock/bond asset allocation is 53%/47%.
3. During the year the Commission on Investments met with our investment monitor and managers to review the performance of our investment portfolio and also to review our Investment Policy. We rebalanced 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, 2017 and prior was set at a payout rate of 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 what 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 2019 Diocesan Annual Meeting has been accomplished.



5. The assessment rate had been 20% since 2009, and the rate decreased to 19% in 2016, 18.5% in 2017 and 18% in 2018 and 2019. The Diocesan Council recommends that the rate remain at 18% for 2020.
6. During the year, I worked with treasurers advising and training them on various matters, such as taxes, accounting and audit, cash flow management, investments and obtaining loans from the bank at competitive rates.
7. During the year, I secured a new auditor for our church agreed upon procedures and coordinated with the auditors and treasurers to “audit” (agreed upon procedures) their churches' financial records. Thanks to the church treasurers for doing the audit work papers.
8. The Compensation Review Committee (CRC) is submitting a compensation schedule reflecting a 1.9% increase over the current year. Please refer to the CRC report and the 2020 Clergy Compensation and Benefits policy for details.
9. The Legacy Society membership is at 122. 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 contact me or go to our website to see the Planned Giving Material:  
Episcopalhawaii.org > Resources > Forms & Documents > Legacy Society.
10. In June I coordinated a Planned Giving/Endowment workshop put on by the Episcopal Church Foundation. It was attended by 38 church members from 29 congregations. It covered topics on Setting up a Planned Giving Program for your Church, Developing relationships and building trust with donors, Importance of an Endowment Structure, and Creating a Legacy Society using Planned Giving on Demand. I have been spending more time working on securing planned gifts for our churches. I would love to meet with you to discuss planned giving and how to become a member of the Diocesan 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, folks on special projects, Chancellor and Vice Chancellors, Diocesan Support Center, and Sharon Billingsley. Thank you all for your support and the gifts you share with us.

Thank you all again 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, 2019

#### ASSETS

Petty Cash	200
Cash in Bank	549,794
Short Term Investments	439,386
Accounts Rec. - Churches/Other	309,719
Other A/C Rec. & Prepaid Exp.	38,911
Investments	39,904,586
Loan Rec. - Churches/Camp	170,453
Land & Buildings	2,899,481
Assets Held in Trust	2,172,712

#### TOTAL ASSETS

46,485,241

#### LIABILITIES

Accounts Payable	17,449
Accrued Vacation	19,234
Annuity Payment Liab.	6,930
Due to Churches/Other	32,799
Security Deposits	18,095
Postretirement Benefits	559,710
Churches' Endowment	20,446,797
Note Payable - Churches/Camp	125,453

#### TOTAL LIABILITIES

21,226,468

#### NET ASSETS

Unrestricted	
General Fund	584,431
Plant Fund	2,899,481
Investment Fund	5,628,067
Temporarily Restricted	
General Fund	151,290
Investment Fund	7,818,840
Permanently Restricted	
Investment Fund	8,176,664

#### TOTAL NET ASSETS

25,258,773

#### TOTAL LIABILITIES AND NET ASSETS

46,485,241

## Income Statement

### THE EPISCOPAL CHURCH IN HAWAII INCOME STATEMENT FOR THE PERIOD ENDED 8/31/19

	Actual 8/31/19	Budget YTD	Variance		Annual Budget
<b>INCOME</b>					
Assessments	1,174,424	1,174,424	0	A	1,761,656
Investments	276,249	279,824	(3,575)		559,650
Rentals	119,793	122,766	(2,973)		184,150
Other	7,955	2,332	5,623	B	90,500
<b>TOTAL INCOME</b>	<b>1,578,422</b>	<b>1,579,346</b>	<b>(924)</b>		<b>2,595,956</b>
<b>EXPENSES</b>					
<b>MINISTRY AND MISSION</b>					
Diocesan Initiatives	6,668	10,668	4,000		16,000
Support for Organized Missions	142,772	142,668	(104)		289,000
Discipleship	110,977	107,868	(3,109)		146,800
Outreach and Justice	24,708	22,830	(1,878)		34,250
Ministry Development	156,024	202,844	46,820	C	329,272
Other	43,477	22,642	(20,835)	D	33,962
Subtotal Ministry and Mission	484,627	509,520	24,893		849,284
<b>DIOCESAN ORGANIZATION</b>					
Episcopate	191,771	190,686	(1,085)		285,750
Diocesan Support Center Staff Administration	441,192	460,368	19,176	E	679,000
Diocesan Expenses	337,079	397,874	60,795	F	609,522
Ault Memorial Office Bldg	60,877	57,664	(3,213)		86,500
Travel	29,100	28,668	(432)		43,000
Other	30,336	34,936	4,600		46,400
Subtotal Diocesan Organization	1,090,354	1,170,196	79,842		1,750,172
<b>TOTAL EXPENSES</b>	<b>1,574,982</b>	<b>1,679,716</b>	<b>104,734</b>		<b>2,599,456</b>
<b>SURPLUS</b>	<b>3,440</b>				

#### EXPLANATION OF SIGNIFICANT VARIANCES

- A** Assessment unpaid as of 8/31/19 = \$97,168. See listing attached.
- B** Prior year surplus not used.
- C** Due mainly to delay of Curacy Support payments, and COM, & Lay Leadership costs under budget.
- D** Due mainly to funds requested from Bishop Emergency Reserve.
- E** Due mainly to Office Support Position (budgeted at full-time) staffed with part-time employee and net of overlap of expense for Executive Assistant Position.
- F** Due mainly to timing of Diocesan Convention, various expenses under budget and savings from security for Cluett property not used.

**Assessment Balance Due**

**THE EPISCOPAL CHURCH IN HAWAII**

**Current year (2019) Assessment Balance Due**

	Assessment Outstanding 8/31/19	Payments made thru. 10/10/19	Balance Due 10/10/19
St. Augustine's Church	\$ 2,708	\$ 2,708	\$ -
St. Mark's Church	\$ 5,447		\$ 5,447
St. Matthew's Church	\$ 1,084	\$ 1,084	\$ -
St. Michael & All Angels Church	\$ 10,040	\$ 3,972	\$ 6,068
St. Paul's Church - Honolulu	\$ 3,680	\$ 3,680	\$ -
St. Peter's Church	\$ 6,085	\$ 6,085	\$ -
St. Stephen's Church	\$ 1,688		\$ 1,688
St. Timothy's Church	\$ 66,436		\$ 66,436
<b>Total</b>	<b>\$ 97,168</b>	<b>\$ 17,529</b>	<b>\$ 79,639</b>

Diocesan Assessment

THE EPISCOPAL CHURCH IN HAWAII  
DIOCESAN ASSESSMENT (18%)

CHURCH	18%	2017	2019	2018	2020	2020
		OPERATING INCOME	DIOCESAN ASSESSMENT	OPERATING INCOME	DIOCESAN ASSESSMENT	INCREASE/ (DECREASE)
ALL SAINTS'		246,748	<b>44,415</b>	255,867	<b>46,056</b>	1,641
CALVARY		205,568	<b>37,002</b>	185,092	<b>33,317</b>	(3,685)
CHRIST CHURCH		204,369	<b>36,786</b>	173,392	<b>31,211</b>	(5,575)
MEMORIAL		216,512	<b>38,972</b>	157,793	<b>28,403</b>	(10,569)
EMMANUEL		269,717	<b>48,549</b>	233,623	<b>42,052</b>	(6,497)
EPIPHANY		302,253	<b>54,406</b>	280,905	<b>50,563</b>	(3,843)
SAMARITAN		88,771	<b>15,979</b>	71,242	<b>12,824</b>	(3,155)
GOOD SHEPHERD		372,011	<b>66,962</b>	393,702	<b>70,866</b>	3,904
GRACE		45,582	<b>8,205</b>	43,647	<b>7,856</b>	(349)
HOLY APOSTLES		308,247	<b>55,484</b>	298,839	<b>53,791</b>	(1,693)
HOLY INNOCENTS		198,668	<b>35,760</b>	177,829	<b>32,009</b>	(3,751)
HOLY NATIVITY		403,132	<b>72,564</b>	377,977	<b>68,036</b>	(4,528)
ST. ANDREW		1,573,621	<b>283,252</b>	1,919,295	<b>345,473</b>	62,221
ST. AUGUSTINE'S		180,526	<b>32,495</b>	180,862	<b>32,555</b>	60
ST. CHRISTOPHER		303,960	<b>54,713</b>	358,071	<b>64,453</b>	9,740
ST. CLEMENT		358,500	<b>64,530</b>	364,059	<b>65,531</b>	1,001
ST. ELIZABETH'S		493,154	<b>88,768</b>	493,042	<b>88,748</b>	(20)
ST. JAMES'		541,852	<b>97,533</b>	549,450	<b>98,901</b>	1,368
ST. JOHN BAPTIST		61,443	<b>11,060</b>	92,629	<b>16,673</b>	5,613
ST. JOHN'S KULA		283,160	<b>50,969</b>	273,996	<b>49,319</b>	(1,650)
ST. JOHN'S BTS		83,422	<b>15,016</b>	72,639	<b>13,075</b>	(1,941)
ST. JUDE'S		65,335	<b>11,760</b>	67,382	<b>12,129</b>	369
ST. LUKE'S		138,368	<b>24,906</b>	140,058	<b>25,210</b>	304
ST. MARK'S		363,160	<b>65,369</b>	359,444	<b>64,700</b>	(669)
ST. MARY'S		289,211	<b>52,058</b>	295,056	<b>53,110</b>	1,052
ST. MATTHEW'S		72,241	<b>13,003</b>	82,109	<b>14,780</b>	1,777
ST. MICHAEL		404,539	<b>72,817</b>	399,074	<b>71,833</b>	(984)
ST. NICHOLAS		129,831	<b>23,370</b>	56,828	<b>10,229</b>	(13,141)
ST. PAUL'S		245,319	<b>44,157</b>	305,540	<b>54,997</b>	10,840
ST. PETER'S		405,638	<b>73,015</b>	504,205	<b>90,757</b>	17,742
ST. STEPHEN'S		112,513	<b>20,252</b>	89,466	<b>16,104</b>	(4,148)
ST. TIMOTHY'S		553,642	<b>99,656</b>	371,507	<b>66,871</b>	(32,785)
TRINITY BTS		172,331	<b>31,020</b>	196,759	<b>35,417</b>	4,397
WEST KAUA'I		93,626	<b>16,853</b>	93,909	<b>16,904</b>	51
<b>TOTAL</b>		<b>9,786,970</b>	<b>1,761,656</b>	<b>9,915,288</b>	<b>1,784,753</b>	<b>23,097</b>

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

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I AS OF JUNE 30, 2019		(Cost)	
	Total	Market	
TRUST ENDOWMENTS	Shares	Value @ 89.109403	
		Balance End of Quarter	
<b>ALL SAINTS' CHURCH, KAPAA</b>			
Clergy Childrens' Education Fund	84.22173	7,504.95	6,212.18
Albert Horner Organ Maint Fund	69.81311	6,221.00	2,774.19
Eddie Ruby Scott Trust	223.67471	19,931.52	19,512.64
Etta Wilcox Sloggett Memorial Fund	219.32650	19,544.05	4,268.38
Emma Lyman Wilcox Memorial Fund	322.32918	28,722.56	5,957.32
Henry Willey Columbarium	179.21271	15,969.54	6,917.33
Ramona R. Walden Altar Fund	18.98028	1,691.32	1,508.58
Rector's Equity Allowance	0.10860	9.68	9.32
Willey Memorial Fund	442.57845	39,437.90	17,871.22
	<u>1,560.24527</u>	<u>139,032.52</u>	<u>65,031.16</u>
<b>CAMP MOKULEIA, OAHU</b>			
Margaret Root Clarke Memorial Camp Scholarship Fund	80.89258	7,208.29	3,185.59
Margaret Monterio Mem Campership Robert and Debra Tupper Camp Scholarship Fund	167.17613	14,896.97	7,190.48
	<u>174.39615</u>	<u>15,540.34</u>	<u>15,455.65</u>
	<u>422.46486</u>	<u>37,645.60</u>	<u>25,831.72</u>
<b>CHRIST CHURCH, KEALAKEKUA, HI</b>			
Christ Church Property	444.88886	39,643.78	42,404.25
David Douglas Wallace Mem Endow Fd	48.06330	4,282.89	1,895.83
Parish Designated Trust Fund	254.55610	22,683.34	19,529.97
Ellen C Hall Fund	180.58339	16,091.68	5,516.30
Dora Greenwell Bryant Pennell Fund	23.96162	2,135.21	992.26
The Greenwell Memorial Trust	631.83696	56,302.61	43,972.75
Restoration/Renovation Fund	310.00730	27,624.57	20,898.36
Mission Fund	104.66126	9,326.30	5,379.81
S.H. Davis Fund	0.93192	83.04	86.03
	<u>1,999.49071</u>	<u>178,173.42</u>	<u>140,675.56</u>
<b>CHRIST MEMORIAL CHURCH, KILAUEA</b>			
Eddie Ruby Scott Trust	393.54194	35,068.29	34,573.27
Building Maintenance Fund	1,922.55291	171,317.54	167,716.68
	<u>2,316.09485</u>	<u>206,385.83</u>	<u>202,289.95</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII  
AS OF JUNE 30, 2019

		(Cost)
	Market	Balance
TRUST ENDOWMENTS	Value @	End of
	89.109403	Quarter
Total	Shares	
<b>DIOCESAN - BUDGET</b>		
Alice Anne Rice Endowment Fund	2,540.04593	218,790.27
Episcopate Endowment Fund	46,820.63767	2,530,381.43
Edwin Lani and Puanani Hanchett Memorial		
Mission Fund	241.42040	11,189.52
George Hebrank Endowment Fund	800.13228	66,525.79
Hawaiian Church Chronicle	218.60610	10,347.57
Helen Hagemeyer Endowment Fund	11,880.94188	958,707.08
Mary Y.C. Ing Restoration Fund	19,865.88406	1,665,994.98
Morimasa & Myrtle Kaneshiro Fund	620.82791	54,267.22
Thomas Dowell Phillips Mem Pen Fd	487.37858	23,584.17
Von Holt Fund	42,350.74608	3,220,508.33
	<u>125,826.62089</u>	<u>8,760,296.36</u>
<b>DIOCESAN - OTHERS</b>		
The Rev. J. Thurlow and Jane Baker Memorial		
Fund	2,276.94395	190,470.21
Bishop's Pastoral Fund	1,125.86043	86,268.19
The Chang Clergy Children's Scholarship Fund	1,748.79174	154,477.29
Bishop's Special Fund	410.88933	31,170.67
Clergy Continuing Education Fund	7,441.71341	530,711.33
Diocesan Capital Reserve	1,929.12418	167,157.35
Diocesan General Fund	4,759.22015	422,666.96
Eleanore McKinney Endowment Fund	521.45439	40,398.72
Future Bishops' Transition Reserve Fund	2,404.22091	209,431.31
Episcopate Construction Fund	190.90609	14,804.35
Harry & Katherine Kennedy Memorial Fund	660.86411	52,356.92
Hurricane Deductible & Earthquake Reserve		
Fund	16,274.18619	1,416,786.81
Katherine Hanley Wery Trust	1,117.79063	94,714.76
Kenneth & Ruth Perkins Endowment Fund	2,036.25030	172,855.81
Lambeth Conference Travel Fund	482.70153	41,027.79
Linberg Revolving Fund	11,457.64778	922,408.74
Rev. George W. MacCray Fund	14,375.07091	1,281,768.76
Medigap Fund	2,433.29383	212,548.09
Mission Fund	753.20123	63,641.51
Eric Potter Memorial Fund	255.14939	21,991.21
Scholarship Fund	5,327.31517	394,283.71
St. George's Endowment Fund	13,006.92214	1,127,740.40
Victory Fund	1,452.50774	127,651.81
	<u>92,442.025530</u>	<u>7,777,332.70</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I AS OF JUNE 30, 2019		(Cost)	
	Total	Market	
TRUST ENDOWMENTS	Shares	Value @ 89.109403	
		Balance End of Quarter	
<b>EMMANUEL EPISCOPAL CHURCH, KAILUA</b>			
Church Renovation Fund	878.72782	78,302.91	73,890.64
Emmanuel Church, Special Fund	1,802.52333	160,621.78	157,261.60
Gratia McConkey Memorial	276.93927	24,677.89	24,555.17
The Leroy, Charlotte & Valarie Green Endowment Fund	181.78283	16,198.56	12,673.02
Joseph J and Anna P Lovell Tr Fund	1,117.15345	99,548.88	89,907.40
Maggie Nott Fund	362.62145	32,312.98	30,609.98
Church Undesignated Operating Reserve Fund	421.06322	37,520.69	38,865.19
Rowe Fund	147.03816	13,102.48	12,514.96
Various Memorial Funds	107.96850	9,621.01	9,106.83
Youth Ministry Fund	43.71175	3,895.13	3,726.30
	<u>5,339.52978</u>	<u>475,802.31</u>	<u>453,111.09</u>
<b>EPIPHANY CHURCH, HONOLULU</b>			
Candle Fund	48.55100	4,326.35	1,604.45
Wilfred Richardson Mem Flower Fund	15.38183	1,370.67	759.80
Sophia Taylor Mem Altar Guild Fund	34.47652	3,072.18	1,358.23
Georgiana Crutchfield Memorial Fund	50.92234	4,537.66	3,906.95
	<u>149.33169</u>	<u>13,306.86</u>	<u>7,629.43</u>
<b>GOOD SAMARITAN</b>			
Church Unrestricted A/C	80.35757	7,160.62	5,899.68
Preschool Unrestricted A/C	195.03541	17,379.49	17,277.31
Church Operational A/C	230.24488	20,516.98	17,416.61
	<u>505.63786</u>	<u>45,057.09</u>	<u>40,593.60</u>
<b>GOOD SHEPHERD CHURCH, WAILUKU</b>			
Clergy Housing Trust	2,297.34646	204,715.17	197,820.11
Altar Guild Fund	90.79024	8,090.26	8,176.97
Bross Memorial Youth Fund	2,851.43971	254,090.09	264,484.22
Memorial Fund	302.32465	26,939.97	26,650.54
Seminarian Scholarship Fund	93.44761	8,327.06	8,474.55
	<u>5,635.34867</u>	<u>502,162.55</u>	<u>505,606.39</u>
<b>GRACE EPISCOPAL CHURCH</b>			
Richard and Helen Hagemeyer Endowment Fund	1,220.46162	108,754.61	104,948.59
	<u>1,220.46162</u>	<u>108,754.61</u>	<u>104,948.59</u>



INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I AS OF JUNE 30, 2019		(Cost)	
	Total	Market	
TRUST ENDOWMENTS	Shares	Value @ 89.109403	
		Balance End of Quarter	
<b>CHURCH OF THE HOLY APOSTLES, HILO</b>			
Auto Replacement Fund	16.74362	1,492.01	1,293.94
Babe Chillingworth Memorial Fund	91.62351	8,164.52	8,024.40
Vestment Fund	255.64383	22,780.27	18,578.42
Thomas and May Cook Memorial Fund	1,664.40377	148,314.03	117,276.72
The Kilauea Fund	6,594.10587	587,596.84	381,699.59
Program/Clergy Fund	761.88595	67,891.20	57,104.28
Martha E Wakefield Mem Vicarage Fd	1,596.21127	142,237.43	92,932.57
Ronald C Yoder Memorial Fund	200.92079	17,903.93	15,206.93
Joseph Clark Young People's Fund	26.29694	2,343.30	2,247.12
Altar Linen Fund	84.26549	7,508.85	6,849.33
Kitagawa Memorial Fund	6.37282	567.88	506.23
Mae Marcellino Memorial	10.14981	904.44	818.38
	<u>11,308.62367</u>	<u>1,007,704.70</u>	<u>702,537.91</u>
<b>HOLY INNOCENTS CHURCH</b>			
Kahi Maluhia Trust Fund	505.73380	45,065.64	46,296.66
The Church of the Holy Innocents Endowment Fund	115.94709	10,331.98	10,266.27
	<u>621.68089</u>	<u>55,397.62</u>	<u>56,562.93</u>
<b>HOLY NATIVITY CHURCH, HONOLULU</b>			
Columbarium	522.06018	46,520.47	46,775.77
Concert	44.93090	4,003.77	4,044.35
Nellie Hartman	5,379.63161	479,375.76	483,447.39
Capital Improvements	795.24122	70,863.47	72,786.59
Hjorth	166.64149	14,849.32	14,933.29
General Operating Endowment	8,603.34363	766,638.81	781,546.45
Memorial	273.27815	24,351.65	24,540.50
Margaret L Montgomery Trust Fund	313.39935	27,926.83	25,335.93
	<u>16,098.52653</u>	<u>1,434,530.08</u>	<u>1,453,410.27</u>
<b>HOLY NATIVITY SCHOOL, HONOLULU</b>			
General and Reserve Fund	4.74776	423.07	414.23
Reed Glover Endowment Fund	5.32265	474.30	478.76
Church Endowment Fund	5.16676	460.41	464.36
Hagemeyer Scholarship Endowment Fund	2,572.79980	229,260.65	212,775.86
Scholarship Endowment Fund	5.36850	478.38	483.08
Bellows Scholarship Endowment Fund	91.08958	8,116.94	8,222.19
Ruth Alison Bastis Endowment Fund	1,550.45738	138,160.33	149,947.89
	<u>4,234.95243</u>	<u>377,374.08</u>	<u>372,786.37</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2019		(Cost)
	Total	Market
TRUST ENDOWMENTS	Shares	Value @ 89.109403
		Balance End of Quarter
<b>ST. AUGUSTINES EPISCOPAL CHURCH, KAPAAU</b>		
Howard & Elizabeth Bryant Memorial Church		
Yard & Cemetery Fund-St Augustine's Church	419.99041	37,425.09
Building Fund	1,183.77304	105,485.31
Richard & Helen Hagemeyer Fund	961.14767	85,647.30
St Augustine's Church Yard Fund	228.37345	20,350.22
The Clergy Support Fund	1,005.80083	89,626.31
Carson and Rosemary Rasmussen Clergy Endowment Fund	7,200.12712	641,599.03
	<u>10,999.21252</u>	<u>980,133.26</u>
		<u>963,025.72</u>
<b>SAINT ANDREW'S CATHEDRAL</b>		
Candle Fund	91.79996	8,180.24
Capital Reserve Fund	1,314.82295	117,163.09
Cathedral Unrestricted Endowment	15,148.94453	1,349,913.40
Augustine Powers	1,032.67664	92,021.20
Living Endow, Clergy, Etc.	407.29743	36,294.03
The Deanery	242.64992	21,622.39
Choir	64.52086	5,749.42
Organist	67.10146	5,979.37
W Armitage Carlisle	280.74930	25,017.40
Guild & Aux	971.37224	86,558.40
Young Memorial	984.56381	87,733.89
Anderson Memorial	176.63755	15,740.07
Devonish	12.24898	1,091.50
Tenney	101.21195	9,018.94
Palmer	402.91335	35,903.37
Maintenance & Renovation	1,292.06854	115,135.46
Memorial Buildings	1,025.65673	91,395.66
Outreach	403.00600	35,911.62
Nellie Alice Russell	270.96727	24,145.73
Abbe Green	49.49714	4,410.66
Soper	49.49737	4,410.68
R. Hicks Memorial	293.04583	26,113.14
Orvis Music Fund	1,968.90295	175,447.77
	<u>26,652.15276</u>	<u>2,374,957.43</u>
		<u>2,043,191.03</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I AS OF JUNE 30, 2019		Market Value @ 89.109403	(Cost) Balance End of Quarter
TRUST ENDOWMENTS	Total Shares		
SAINT ANDREW'S SCHOOLS			
Alumnae Association Scholarship Fund	493.63994	43,987.96	27,205.60
British Benevolent Society Scholarship	278.40385	24,808.40	11,770.47
Class of 1966 Endowed Fund for Hawaiian Culture	338.93308	30,202.12	28,640.91
E E Ford Foundation	305.67299	27,238.34	15,762.92
Frederick Mitchell Endowment	153.79489	13,704.57	14,021.82
Fred H. & Ruth K. Shintaku Scholarship Fund	908.84576	80,986.70	73,898.66
Bishop Harry S Kennedy Schl Fund	326.39500	29,084.86	17,624.19
Sister Evelyn Scholarship Fund	219.35212	19,546.34	8,486.36
Vance O Smith Trust Fund	621.21539	55,356.13	35,725.42
Betty V Von Holt Scholarship Fund	144.87394	12,909.63	5,632.89
Class of 1937 Scholarship Fund	258.09810	22,998.97	20,833.92
Muriel M. Thayer Scholarship Fund	25.64701	2,285.39	2,333.18
Withington Foundation Fund	99.04689	8,826.01	9,161.35
Nikaido Fund for General Endowment	19.34524	1,723.84	1,717.00
Peter B Ogilby Scholarship Fund	22.26220	1,983.77	1,749.24
Phyllis Kanoe Cockett Endowed Scholarship Fund	295.63320	26,343.70	26,094.15
Queen Emma General Scholarship Fund	5,065.46678	451,380.72	254,179.88
Eleanor Wilcox Carney Financial Aid Fund	225.47143	20,091.62	19,508.42
Ellen K. Brazauski Scholarship Fund	204.58051	18,230.05	17,212.90
Class of 1951 Scholarship Fund	82.27393	7,331.38	7,047.80
Yoshie Isoshima Fund	454.89613	40,535.52	39,022.85
Sarah Horswill Kauka Scholarship Fund	247.24911	22,032.22	21,079.37
Operational Endowment Fund	130.12562	11,595.42	10,966.47
Class of 1952 Faculty Advancement Fund	530.41368	47,264.85	44,970.68
Solien Science and Math Endowment Fund	676.20032	60,255.81	57,281.50
	<u>12,127.83711</u>	<u>1,080,704.32</u>	<u>771,927.95</u>
ST. ANDREW'S CATHEDRAL FOUNDATION			
General Endowment Fund	30,650.45397	2,731,243.65	2,693,003.05
Kenneth & Ruth Perkins Endowment Fund	1,982.46827	176,656.56	168,894.97
	<u>32,632.92224</u>	<u>2,907,900.21</u>	<u>2,861,898.02</u>
ST. CHRISTOPHER'S CHURCH - KAILUA			
Rector's Hsg. Endow Fund	1,853.25565	165,142.50	157,507.57
General Endowment	2,091.20104	186,345.68	178,829.89
Outreach Endow Fund	971.05980	86,530.56	57,680.17
	<u>4,915.51649</u>	<u>438,018.74</u>	<u>394,017.63</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I AS OF JUNE 30, 2019	Total Shares	Market Value @ 89.109403	(Cost) Balance End of Quarter
<b>TRUST ENDOWMENTS</b>			
<b>ST. CLEMENT'S PARISH, HONOLULU</b>			
Brodhead Fund for Social / Adult Education	519.51460	46,293.64	38,779.03
Brodhead Memorial Fund for Prayer Books & Hymnals	28.80989	2,567.23	1,909.00
Chapel of Peace Maintenance Fund	997.14478	88,854.98	79,071.51
Cooke Organ Fund	25.79053	2,298.18	2,314.73
General Fund	262.85652	23,422.99	19,014.04
	<u>1,834.11632</u>	<u>163,437.02</u>	<u>141,088.31</u>
<b>ST. ELIZABETH'S CHURCH, HONOLULU</b>			
Joseph Ho Foundation	3,754.65068	334,574.68	380,600.97
Hon Endowment Fund	73.87613	6,583.06	3,044.78
Val and Abbie Peroff Trust	125.85557	11,214.91	10,560.14
Scholarship Trust	521.23878	46,447.28	53,307.78
	<u>4,475.62116</u>	<u>398,819.93</u>	<u>447,513.67</u>
<b>SAINT JAMES' EPISCOPAL CHURCH</b>			
St. James Unrestricted Fund	5,297.77621	472,081.68	460,065.99
	<u>5,297.77621</u>	<u>472,081.68</u>	<u>460,065.99</u>
<b>ST. JOHN'S, KULA, MAUI</b>			
Shim-Mark-Littell Endowment	1,279.16249	113,985.41	114,403.81
Cemetery Perpetual Care Fund	316.70324	28,221.24	24,785.10
Facility Repair, Replacement and Improvement Fund	775.73881	69,125.62	68,486.80
Grounds and Cemetery Improvement Fund	491.59937	43,806.13	42,709.47
Holy Spirit Super Fund	863.23031	76,921.94	75,234.99
St. John's Endowment Fund	956.64374	85,245.95	79,865.18
	<u>4,683.07796</u>	<u>417,306.29</u>	<u>405,485.35</u>
<b>ST. JOHN'S BY-THE-SEA, KANEOHE</b>			
General Endowment Fund	509.38286	45,390.80	46,768.95
Lot Lau Endowment Fund	273.07634	24,333.67	23,237.54
	<u>782.45920</u>	<u>69,724.47</u>	<u>70,006.49</u>
<b>ST. JOHN THE BAPTIST EPISCOPAL CHURCH</b>			
Richard & Helen Hagemeyer Endowment Fund	985.23718	87,793.90	82,851.09
	<u>985.23718</u>	<u>87,793.90</u>	<u>82,851.09</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAI'I AS OF JUNE 30, 2019	Total Shares	Market Value @ 89.109403	(Cost) Balance End of Quarter
<b>TRUST ENDOWMENTS</b>			
<b>ST. JUDE'S EPISCOPAL MISSION</b>			
Unrestricted Fund	1,041.62821	92,818.87	95,501.55
	<u>1,041.62821</u>	<u>92,818.87</u>	<u>95,501.55</u>
<b>ST. MARK'S EPISCOPAL CHURCH</b>			
Father Aiona Theological Education Fund	45.01101	4,010.90	4,055.02
Endowment Fund	599.80933	53,448.65	50,771.73
Elsie Okada Restricted Fund	158.51227	14,124.93	14,042.58
Princess Abigail Kawanānakoā Fund	67.70896	6,033.51	5,610.56
	<u>871.04157</u>	<u>77,617.99</u>	<u>74,479.89</u>
<b>SAINT MARY'S EPISCOPAL CHURCH</b>			
St. Mary's Building Portfolio	739.83914	65,926.62	68,736.29
	<u>739.83914</u>	<u>65,926.62</u>	<u>68,736.29</u>
<b>ST. MICHAEL'S, LIHUE, KAUAI</b>			
Eddie Wilcox	1,006.12863	89,655.52	85,091.20
The Ike Kampmann III Education Fund	464.78816	41,417.00	42,126.03
Eddie Ruby Scott Trust	469.62356	41,847.88	41,561.68
Nancy & Holbrook Goodale Fund	4,661.43179	415,377.40	408,296.80
Scheduled Maintenance Fund	582.89149	51,941.11	50,517.26
Legacy Endowment Fund	3,061.26930	272,787.88	259,001.61
Wilcox Rectory Endowment	1,287.78470	114,753.73	109,699.20
	<u>11,533.91763</u>	<u>1,027,780.52</u>	<u>996,293.78</u>
<b>ST. NICHOLAS CHURCH</b>			
Jensen-Malvin Memorial Fund	181.50200	16,173.53	13,560.56
Hono'uliuli Mission Fund	229.63992	20,463.08	18,510.08
Beverly Booth Memorial Fund	46.54852	4,147.91	3,818.22
	<u>457.69044</u>	<u>40,784.52</u>	<u>35,888.86</u>
<b>ST. PAUL'S-HONOLULU</b>			
Building Fund	5,166.16269	460,353.67	399,851.56
Bryon & Devonish Candle Fund	71.08263	6,334.13	5,264.12
Youth Group Fund	118.52252	10,561.47	11,700.07
	<u>5,355.76784</u>	<u>477,249.27</u>	<u>416,815.75</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2019		(Cost)	
	Total	Market	
TRUST ENDOWMENTS	Shares	Value @ 89.109403	
		Balance End of Quarter	
<b>ST. PETER'S-HONOLULU</b>			
Capital Improvements Endowment Reserve Fund	162.69962	14,498.07	15,097.29
Columbarium Perpetual Care Fund	5,871.57576	523,212.61	525,649.85
General Endowment Fund	264.64230	23,582.12	24,557.38
Katherine Kong Endowment Fund	3,739.41361	333,216.91	363,321.23
Katherine Hanely Wery Outreach & Counseling Fund	249.16404	22,202.86	23,029.58
Lydia Y.F. Moo	2,221.98425	197,999.69	188,919.86
Mission Endowment Fund	50.98268	4,543.04	4,675.04
Raymond Kong Endowment Fund	2,027.17507	180,640.36	197,943.75
Albert C. Kong Endowment Fund	427.34947	38,080.86	39,647.43
Restricted Endowment Fund	512.53914	45,672.06	44,751.38
	591.94611	52,747.96	57,742.65
	<u>16,119.47205</u>	<u>1,436,396.54</u>	<u>1,485,335.44</u>
<b>ST. STEPHEN'S CHURCH, WAHIAWA</b>			
Frank E Ahrendt Memorial Fund	533.01359	47,496.52	36,970.60
Combined Memorial Fund	165.86892	14,780.48	11,578.92
Mary Tree Hatlelid Music Fund	55.02630	4,903.36	4,901.31
The Solomon P. McCurdy Memorial Fund	147.96581	13,185.14	12,486.84
The France Memorial Fund	144.70300	12,894.40	10,241.15
Gerda Rutherford Fund	186.54076	16,622.54	14,622.70
	<u>1,233.11838</u>	<u>109,882.44</u>	<u>90,801.52</u>
<b>ST. TIMOTHY'S, AIEA, OAHU</b>			
Garduque Memorial Fund	46.67608	4,159.28	4,114.02
St. Timothy's Aiea Family Center	371.39064	33,094.40	33,060.47
STCC-Marion P. Tappe Scholarship Fund	26.93855	2,400.48	2,485.91
St. Timothy's Children's Center (STCC)	19.65865	1,751.77	1,722.22
St. Timothy's Fund	1,731.23864	154,269.64	151,904.07
Takafuji Memorial Fund	248.73983	22,165.06	21,923.89
	<u>2,444.64239</u>	<u>217,840.63</u>	<u>215,210.58</u>
<b>TRINITY EPISCOPAL CHURCH BY-THE-SEA, KIHAI</b>			
The Carol Law Memorial Columbarium Fund	88.79643	7,912.60	7,645.12
Trinity Investment Fund	1,335.32676	118,990.17	114,988.75
	<u>1,424.12319</u>	<u>126,902.77</u>	<u>122,633.87</u>

INVESTMENT FUNDS OF THE EPISCOPAL CHURCH IN HAWAII AS OF JUNE 30, 2019		(Cost)	
	Total	Market	
TRUST ENDOWMENTS	Shares	Value @ 89.109403	
		Balance End of Quarter	
<b>MISCELLANEOUS</b>			
ACCW Van Replacement Fund	425.45386	37,911.94	37,827.71
Daughters of the King	12.90498	1,149.96	1,141.68
Episcopal Church in Micronesia	1,308.03162	116,557.92	113,770.74
Episcopal Church Women of Hawaii	524.14679	46,706.41	43,640.90
Iolani Guild Scholarship Fund	1,101.65988	98,168.25	99,691.41
Queen Emma Chapel Missions Fund	927.33324	82,634.11	79,025.62
Henry Digby Sloggett Memorial Fund	18,175.91034	1,619,644.52	1,473,068.02
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	188.27661	16,777.22	13,839.06
Morimasa & Myrtle Kaneshiro Restricted Fund (Jan 2020)	170.21780	15,168.01	14,889.36
St. John's Episcopal School Bldg. Replacement Fund (Guam)	154.62471	13,778.52	11,554.31
The Waikiki Episcopal Chapel Endow Fund	6,457.90217	575,459.81	557,665.15
Tom and Hatsune Sekimura Fund (qtrly distributions to Good Samaritan 1/1/15-12/31/29, transfer to TECH 1/1/2030)	267.84479	23,867.49	23,062.06
Women of Vision	138.86455	12,374.14	11,838.98
West Kauai Endowment Fund	346.84348	30,906.84	28,106.08
<b>TOTAL</b>	<b>446,488.22006</b>	<b>39,786,298.63</b>	<b>35,420,533.89</b>

## Average Sunday Attendance – By County

<b><u>AVERAGE SUNDAY ATTENDANCE</u></b>						
<b>CHURCH</b>	<b>County</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
CHRIST CHURCH	Hawai'i	60	67	62	53	51
HOLY APOSTLES	Hawai'i	90	92	104	95	102
ST. AUGUSTINE'S	Hawai'i	71	72	70	65	68
ST. JAMES'	Hawai'i	147	158	170	181	190
ST. JUDE'S	Hawai'i	38	42	45	49	45
	Hawai'i Total	406	431	451	443	456
ALL SAINTS	Kaua'i	111	122	120	115	98
CHRIST MEMORIAL	Kaua'i	38	41	46	40	55
ST. MICHAEL'S	Kaua'i	166	139	113	120	115
WEST KAUAI	Kaua'i	41	42	42	40	43
	Kaua'i Total	356	344	321	315	311
GOOD SHEPHERD	Maui	151	130	147	135	114
GRACE	Maui	36	29	32	32	36
HOLY INNOCENTS	Maui	87	79	42	38	74
ST. JOHN'S, KULA	Maui	101	95	101	97	92
TRINITY BY-THE-SEA	Maui	65	63	53	45	37
	Maui Total	440	396	375	347	353
CALVARY	O'ahu	55	49	46	35	42
EMMANUEL	O'ahu	56	59	56	62	45
EPIPHANY	O'ahu	103	93	86	81	69
GOOD SAMARITAN	O'ahu	29	24	21	26	21
HOLY CROSS	O'ahu	8	0	0	0	0
HOLY NATIVITY	O'ahu	96	104	88	76	72
ST. ANDREW	O'ahu	274	218	244	248	222
ST. CHRISTOPHER	O'ahu	115	106	93	94	97
ST. CLEMENT	O'ahu	135	121	109	112	110
ST. ELIZABETH'S	O'ahu	191	217	220	210	201
ST. JOHN THE BAPTIST	O'ahu	26	60	29	29	25
ST. JOHN'S BY-THE-SEA	O'ahu	39	31	30	35	35
ST. LUKE'S	O'ahu	30	24	25	24	26
ST. MARK'S	O'ahu	103	104	108	112	116
ST. MARY'S	O'ahu	69	73	76	67	60
ST. MATTHEW'S	O'ahu	28	25	20	16	15
ST. NICHOLAS	O'ahu	96	73	33	36	34
ST. PAUL'S	O'ahu	223	226	225	224	217
ST. PETER'S	O'ahu	97	103	110	115	117
ST. STEPHEN'S	O'ahu	28	33	37	35	33
ST. TIMOTHY'S	O'ahu	63	78	109	105	40
	O'ahu Total	1864	1821	1765	1742	1597
<b>TOTAL</b>		<b>3066</b>	<b>2992</b>	<b>2912</b>	<b>2847</b>	<b>2717</b>



### Pledge Per Week (2018), Ranking by Avg Weekly pledge/card

CHURCH	# Of Pledge Cards	Pledge %	Dollars Pledged	Annual Pledge	Weekly pledge/card
Holy Apostles	54	108%	200,300	3,709	71
St. Michael	69	144%	250,242	3,627	70
St. Mark's	60	127%	200,510	3,342	64
St. Peter's	67	92%	214,436	3,201	62
Emmanuel	40	45%	125,014	3,125	60
St. John the Baptist	9	39%	27,480	3,053	59
Grace	12	9%	35,600	2,967	57
Christ Church	36	242%	105,676	2,935	56
Calvary	17	17%	49,444	2,908	56
All Saints'	61	100%	177,024	2,902	56
St. Clement	80	55%	208,392	2,605	50
St. Timothy's	43	6%	107,000	2,488	48
Epiphany	52	71%	128,692	2,475	48
St. Nicholas	16	11%	39,200	2,450	47
St. Christopher	78	51%	187,109	2,399	46
St. Andrew	119	56%	274,464	2,306	44
Holy Nativity	47	20%	107,660	2,291	44
St. Jude's	21	51%	46,940	2,235	43
St. John's, Kula	73	58%	160,279	2,196	42
Trinity by-the-Sea	31	93%	67,810	2,187	42
St. Stephen's	21	68%	45,524	2,168	42
Holy Innocents	40	60%	84,170	2,104	40
St. Mary's	43	25%	90,122	2,096	40
St. James'	142	100%	295,926	2,084	40
St. Augustine's	33	74%	60,684	1,839	35
St. Elizabeth's	75	34%	137,472	1,833	35
St. Luke's	22	70%	39,963	1,817	35
Christ Memorial	16	8%	24,760	1,548	30
St. John's By-the-Sea	23	7%	34,520	1,501	29
Good Shepherd	82	137%	122,142	1,490	29
West Kaua'i	40	13%	48,395	1,210	23
Good Samaritan	21	13%	24,852	1,183	23
St. Paul's	113	55%	51,522	456	9
St. Matthew's	n/a	n/a	n/a	n/a	n/a
<b>TOTAL</b>	<b>1656</b>	<b>39%</b>	<b>3,773,324</b>	<b>2,279</b>	<b>44</b>

## Attachment 10: Incomplete Yr 2018 Audits

### THE EPISCOPAL CHURCH IN HAWAII

#### CONGREGATIONS THAT HAVE NOT COMPLETED THEIR 2018 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.

##### **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.

The following churches have not submitted their 2018 Audit:

- Christ Church
- St. Andrew
- St. Clement
- St. Elizabeth's
- St. John's By-the-Sea
- St. Marks's
- St. Mary's
- St. Paul's

## Attachment 11: Report of the Standing Committee

Contact: Chuck Spence, President; (917) 825-4205

Members: The Rev. Mahi Beimes, Ms. Phyllis Chang, Ms. Sylvia DeGooyer, The Rev. Dan Leatherman, The Rev. Paul Lillie, Ms. Ruth Smith, Mr. Chuck Spence, The Rev. Ray Woo

### Review of Activities

- Reviewed Diocesan Constitution and Created Recommended Revisions & Updates
- Reviewed Diocesan Canons and Created Recommended Revisions & Updates
- Consent to Elections: The Rev. Cathleen Chittenden Bascom (Bishop Diocesan of Kansas), The Rev. Canon Cristobal Olmedo Leon Lozano (Bishop Diocesan of Ecuador Litoral), The Rev. Mark D. W Edington (Bishop of Convocation of Episcopal Churches in Europe), The Rev. Kimberly D Lucas (Bishop of Colorado), The Rev. Jennifer Anne Reddall (Bishop of Arizona), The Rev. Phoebe A Roaf (Bishop of West Tennessee), The Rev. Canon Kathryn McRossen Ryan (Bishop of Texas), The Rev. Canon Susan Brown Snook (Bishop of San Diego), The Rev. Canon Megan Traquair (Bishop of Northern California), The Rev. Thomas James Brown (Bishop of Maine), The Rev. Canon Lucinda Ashby (Bishop of El Camino Real), The Rev. Dr. Bonnie A Perry (Bishop of Michigan), The Rev. Dr. Shannon MacVean Brown (Bishop of Vermont), The Rev. Dr. Jonathan H. Folts (Bishop of South Dakota) and The Rev. Martha Stebbins (Bishop of Montana)
- Met w Diocesan Council & St Christopher’s members. Approved request to sell property as both keeping/selling house aligns w mission goals. Pertinent question is fiduciary.
- Approved the Encroachment Agreement of St. Mary’s Church
- Approved the Holy Nativity Microcell License Agreement
- Reviewed and provided recommendation to the Bishop regarding the statement on the conflict on Mauna Kea & the proposed TMT
- Reviewed 2020 compensation of the Office of the Bishop
- Met with Diocesan Council reps to form Task Force for Review of Diocesan Support Office
- Consented to the ordination to the diaconate of the Rev Frank Condello, Rev Preston Lentz, Rev Andrew Arakawa, Rev. Steve McPeek and Rev. James Shire
- Served as the Bishop’s advisory council on various issues
- Finalized work on a Social Media Policy for the Diocese
- Finalized work on a Conflict of Interest policy for the Diocese
- Began work on a virtual ‘handbook’ for use by Standing Committee & Diocesan Council

Review of Expenditures – The Standing Committee (SC) made no expenditures.

Review of Goals – The SC has many canonical duties to perform which do not always align with the Diocesan Strategic Plan explicitly. Many activities above are related to the spiritual growth goal, whether it be work with potential ordinands, 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. Alison Dingley, Chair; Alison.dingley@gmail.com

**COMMISSION MEMBERS:** The Rev. Cn. Randolph Albano – 2019 (St. Paul's, Honolulu), The Rev. Linda Decker – 2020 (retired; Good Shepherd, Wailuku), The Rev. Alison Dingley – 2019 (retired) Chair, Ms. Pam Fern – 2019 (St. Clement, Honolulu), The Rev. M. Keleawe Hee – 2022 (St. Andrew, Honolulu), Ms. Carrie-Anne Kokubun –2021 (Epiphany, Honolulu), Mr. Scott Suzuki-Jones – 2022 (St. Clement, Honolulu), Ms. Arleen Young – 2020 (St. Elizabeth's, Honolulu)

### People in the Ordination Process:

Admitted to Postulancy

- Frank Condello

Recommended for Candidacy

- None

Recommended for Ordination to the Transitional Diaconate

- Andrew Arakawa
- Steve McPeck
- James Shire

Recommended for Ordination to the Priesthood

- Ha‘aheo Guanson
- Preston Lentz
- Mark Haworth

Withdrawals from the Process

- Fane Lino

### Continuing Education Grants:

This year the Commission has made grants totaling \$5,800 to the Ven. Steve Costa, Mila Polevia, the Rev. David Gierlach, the Rev. M. Keleawe Hee, and the Rev. Gregory Johnson. The grants ranged from \$556 to (mostly) the maximum of \$1500.

The guidelines for Continuing Education Grants are published on the Diocesan website (search for “Continuing Education”). All clergy and lay professionals are required to complete 24 hours of continuing education a year. Grants are available up to \$1,500 per year.

Other business and activities:

- We assigned shepherds to each person in the ordination process to enhance communication and follow up. That was well received and helpful.
- We reviewed the steps to the processes for discernment and formation.
- We reviewed the provider for the psych exams required of people in the process and suggested additional measures for personality disorders. We also asked that substance abuse assessments be added to the evaluations as had been recommended by General Convention.
- We decided against having another gathering like the Hui Ho‘olauna of last year.
- We decided to stipulate that retired clergy are eligible to apply for continuing education grants as long as they are active in the diocese in some capacity. They will be considered by the same criteria as non-stipendiary clergy.

## **Attachment 13: Report of the Commission on Finance and Administration (COFA)**

**CONTACT:** James D. Putnam, Chairperson, [jamesputnam85@gmail.com](mailto:jamesputnam85@gmail.com)

**COMMISSION MEMBERS:** James Putnam, Wilma Namumnart, The Rev. Giovan King, Nelson Secretario, Nathan Smith, Joe Kindrich. Diocesan Staff: Rae Costa, Peter Pereira, Danny Casey.

**BACKGROUND:** The Diocesan Council changed the by-laws removing investment portfolio management and oversight from COFA and vesting it in the new Commission on Investments. COFA retained the responsibilities for review and approval/recommend approval to Diocesan Council for contract, lease and real estate actions. COFA was given the task to review and streamline policies and procedures to lessen administrative burdens on parishes and missions and Diocesan Council.

### **POLICIES AND PROCEDURES:**

- a. Review and Approval Thresholds: Thresholds were revised to allow more actions to be reviewed and approved by COFA or the parishes and missions. Only large dollar or long term actions would require Diocesan Council approval.
- b. Licenses: The use of licenses was approved to allow greater flexibility and less administrative burden on parishes and missions and facility's users.
- c. Checklists and Templates: These were reviewed and revised to reflect updated policy and lessons learned. Check list and template for licenses were developed and approved. All revised, updated templates and checklists are posted on the Diocesan web site.
- d. Cost Sharing for legal review costs for contracts, leases and licenses: At the request of Diocesan Council COFA recommended a policy of cost sharing for legal costs.

### **ACTIONS:**

- a. COFA reviewed and approved submitted contracts, leases, and licenses that were within its approval authority. Other actions required Diocesan Council approval were reviewed and forwarded with COFA's recommendations.
- b. COFA reviewed the Diocesan budget on a regular basis with the Treasurer or Diocesan Bookkeeper. Additionally, the Diocesan financial reports were reviewed and discussed at regular meetings.

## Attachment 14: Report of the Commission on Investments

**CONTACT:** Sheryl Seaman. [Sheryls@g70.design](mailto:Sheryls@g70.design)

**COMMISSION MEMBERS:** Jaime Yamane, Kathy Sato, The Rev. Andrew McMullen, The Rev. Preston Lenz, Sheryl Seaman. Staff support: Peter Pereira, Treasurer

**REPORT:** The Commission on Investments met with our financial advisor and with each of our 6 fund managers separately during the year. We reviewed the performance of the investment portfolio to ensure that it is in compliance with our investment policy. We also ensured that it complies with The Episcopal Church's Executive Council Committee on Corporate and Social Responsibility's Investing policy. We submitted a report "the management of Investments for the Pooled Endowment Fund of the Episcopal Diocese of Hawai'i" to all Clergy, Wardens, Treasurers, and Church Administrators on August 7, 2019. It is posted on the Diocese website.

**Investment Portfolio:** As of June 30, 2019 the market value of the portfolio was \$40,006,165. For the calendar year to date, trailing one, three, and five year returns were 10.68%, 4.72%, 6.07%, and 4.03% respectively. The stock/bond asset allocation was 53%/47%.

## 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: William Caldwell, All Saints, Kapa‘a; The Rev. Kerith Harding, St. John’s, Kula; Pam Fern, St. Clement’s, Honolulu; Priscilla Millen, St. Andrew’s, Honolulu; The Rev. Ernesto Pasalo, St. Nicholas and St. John the Baptist; The Rev. Canon Kathleen Cullinane, The Episcopal Diocese of Hawaii and Holy Nativity.

Report: The Committee met once on April 30, 2019. The Committee reviewed the Federal and Hawaii Consumer Price Index report and is recommending an increase in compensation. The committee made some changes to the definition of work weeks, vacation time and housing allowance in the resolution for clarification. The committee recognizes the desire for our work together to help further the goals of the strategic plan. We believe that fairness in compensation is one way to promote ‘Ohana in our common life together as a Diocese.

The Committee prepared and submitted a resolution to the 51<sup>st</sup> Annual Convention with recommended increases for 2020.

## **Attachment 16: Report from the Historiographer**

**CONTACT:** Mr. Stuart W. H. Ching (Historiographer, Diocesan Support Center), cell (808) 282-8308; [archives@episcopalhawaii.org](mailto:archives@episcopalhawaii.org)

### **REVIEW OF ACTIVITIES**

No new activities this year.



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

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

It has been quite the busy year since we last met as Convention! Our largest endeavor as a Diocese centered around the visit of our Presiding Bishop – our time together at Blaisdell and our televised liturgies at the cathedral were uplifting, energizing, and inspiring. A huge mahalo goes to everyone involved throughout the Diocese who made that possible.

Inspired by and connecting to Bishop Curry's *Way of Love*, there are three particularly exciting movements within the Episcopal Church nationally that continue to gain momentum. *Invite Welcome Connect*, *Renewalworks*, and *Revive* are each, in their own way, mobilizing Episcopalians to action with both motivational intent and practical applications. We are very excited (and proud) to say that the actual authors of all three have visited/are visiting the Diocese of Hawai'i (more about *Revive* to be revealed at our upcoming Chrism Mass in March).

On a personal note, I want to highlight the back-to-back ecumenical liturgies this past January – on the 17<sup>th</sup> we had a joint Reconciliation Liturgy with the UCC at our cathedral, followed on the 18<sup>th</sup> by the annual Ecumenical Taize Service in Mānoa. Although the newest and most unusual endeavor I undertook was agreeing to be in the dunking booth at a recent St. Timothy's fundraiser. Mahalo to Laurie and Dan for the invitation!

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 – Search Committee reviewing applicants September 2019.
- Christ Church, Kealakekua – The Rev. Dwight Brown named Priest-in-Charge.\*
- Emmanuel, Kailua – The Rev. Analise Castro Pasalo named Priest-in-Charge.\*
- Epiphany, Kaimuki – Search Committee reviewing applicants September 2019.
- Good Shepherd, Wailuku – Search Committee formed and currently connecting with parishioners and writing a Parish Profile.
- Holy Nativity, Aina Haina – Vestry and Search Committee reviewing finalists in September 2019.
- St. Mary's, Mo'ili'ili – Search Committee produced Parish Profile, deadline for receiving applicants 10/31/19.
- Two Transitional Deacons ordained and placed as Curates:
  - The Rev. Andrew Arakawa – 'Iolani School and St. Mark's, Kapahulu.
  - The Rev. Stephen McPeck – Convocation of Episcopal Churches in Europe.

### Diocesan Formation Events:

- The Episcopal Network for Stewardship/TENS presentation (January 2019).
- Diocesan Renewal Education Days and Presiding Bishop's Visit (March 2019).
  - There was no Chrism Mass Education Day in 2019 due to this momentous event.
- Diocesan Administrators' Conference (April 2019).

- Planned Giving Workshop (June 2019).
- Eucharistic Minister/Eucharistic Visitor O‘ahu training (July 2019). Archdeacon Costa will also be visiting neighbor islands for these trainings.
- Church Pension Group/CPG 101 for Administrators and Volunteers (two offerings, August 2019).
- Three-day Clergy Retreat (August 2019, Hilo).
- Invite Welcome Connect Conference (September 2019).

Diocesan Formation Support:

- Education for Ministry/EfM – there has been a reinvigoration of this program this year, including outreach to Diocesan Prison Ministry.
- Godly Play – ongoing trainings have occurred on various islands.

Conferences attended:

- National Association of Episcopal Schools biennial (November 2018, Atlanta).
- Mediation Skills Training Institute (November 2018, Richmond).
- Forma Conference (January 2019, Indianapolis).
- National Diocesan Transition Ministers Conference (March 2019, Salt Lake City). This is the first time in 15 years DTMs have had a national gathering.
- Conference of Diocesan Executives (CODE – May 2019, Jackson, Wyoming).
- Province VIII Transition Ministers gathering (September 2019, Healdsburg, CA).

*\*Churches in our Diocese 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

Instructors, Year Two: The Rev. David Jackson & The Rev. Alison Donohue

Clergy Mentors: The Rt. Rev. Robert Fitzpatrick, The Rev. Cn. Kate Cullinane, The Rev. Daniel Leatherman, The Rev. Cn. Alexander Graham, others as needed.

### Activities Report

- Academic focus in Year Two: Church History
- Introduction to Formation Year begins with three students
- Recent graduates gather with current student on Friday evenings to form community.
- Dean Akiyama is a member of the Iona Collaborative and attends annual meetings in Texas.
- Begin exploration into conducting some sessions via Zoom

### Expenditures

- Travel from neighbor islands, travel to Annual Iona Deans’ conference in Texas
- Worship and liturgy materials
- Food (in addition to meals provided by retreat center)
- Books for instruction
- Instruction and mentor fees

### 2018 Goals Completed

- Successful instruction via video conferencing (Biblical Interpretation)
- CPE unit for current student will be achieved through cohort group learning organized by the Iona Collaborative Lilly Grant initiative
- “Introduction to Formation” completed the first year; discernment work netted one student moving forward into local formation.
- Oral exam in Scripture conducted successfully at end of Year One.

### 2019 Goals

- Successful instruction via video conferencing enabling the addition of new formats
- Addition of curriculum for congregational use (subscription required)
- Development of diversity and equity training with emphasis on Hawai‘i history and context.
- Successful completion of revised Church History curriculum.
- Continue to provide *community* for current student through worship & theological reflection with participating alumni.

## **Attachment 19: Report from Executive Assistant**

**CONTACT:** Ms. Denise Esposito; (808) 536-7776 ext. 302; [desposito@episcopalhawaii.org](mailto:desposito@episcopalhawaii.org)

This position exists to provide the necessary support and assistance to the Bishop to enable him to perform his job efficiently and effectively. The Executive Assistant also performs functions related to required Diocesan recordkeeping, especially records related to clergy.

### **Support to the Bishop:**

- Manage the Bishop's calendar by handling scheduling and keeping it up to date, and making sure the Bishop is aware of upcoming commitments.
- Receive requests for meetings with the Bishop and refer to staff or schedule meetings with Bishop as appropriate.
- Field and distribute phone calls and mail for the Bishop.
- Track, maintain and report the Bishop's expenses.
- Set up and Coordinate Bi-Annual congregational visitations for the Bishop.
- Schedule and make travel arrangements for Bishop's neighbor island trips including Seabury Board meetings and congregational visitations..
- Handle Bishop's Scholarships by publicizing availability, collecting and reviewing applications for eligibility and completeness, scheduling review committee meetings, and processing scholarship awards.
- Prepare letters for signature related to the Bishop's oversight of the Diocese and official acts.

### **Governance Coordination:**

- Collect and forward Diocesan and Continuing Education Grant requests.
- Collect, forward, and file agenda and any supporting documents for monthly Diocesan Council meetings.
- Provide administrative support to the Commission on Ministry, Standing Committee and Diocesan Council.

### **Diocesan Recordkeeping:**

- Maintain clergy, church, and miscellaneous files.
- Track and respond to clergy annual reports.
- Ensure the Diocesan Prayer Calendar and Bishop's Calendar on the website are up to date.
- Maintain and update Church and Clergy directories.
- Serve as Safe Church Administrator by confirming completion of training and adding users to online system.
- Serve as Ordination Officer and complete required annual reports to national office

### **Formation/Ordination:**

- Create and maintain records for those in formation.
- Monitor and guide individuals in the formation process.
- Provide administrative support to the local formation program.

**Other Responsibilities & Projects:**

- Provide Support to 6 Design Committees and Task Forces.
- Create events and invites in Constant Contact for Governance Meetings and other events.
- Work with the Office Manager on updating ACS Database to enable the Diocesan Support Center to use ACS as a system to generate directories and reports on a regular basis.

## Attachment 20: Report from Business Manager

Contact: Ms. Rae Costa (Business Manager), Diocesan Support Center; 808-536-7776, ext. 326.

### Report:

- Coordination/logistics of Renewal 2019 and the visit to our Diocese by the Presiding Bishop Michael Curry.
- Participated in the interviewing of candidates for the Executive Assistant to the Bishop.
- I assumed some new job duties earlier in 2019 such as
  - Coordination of IT projects and purchases
  - The annual Certificate of Election and Church Officials List reports
  - Purchasing of office supplies
  - Weekly staff calendaring
  - Guardian of office key logs
  - Review of churches and organizations websites
  - Human Resources issues (new hires, health insurance enrollment, etc)
- Coordinated office repairs and maintenance
- Organization and streamlining of office space and operations
- Planning of various events throughout the year
- Migration of files from physical server in our office to the cloud.
- Staff liaison for Commission on Finance and Administration, Prison Ministry, and Communications Design Team II,
- Various tasks associated with property (contracts, licenses, insurance, etc)
- Conducted my first Red Cross First Aid/CPR/AED certification class in September. There are a few more churches interested or in the process of scheduling classes.
- Coordination of the 51<sup>st</sup> Annual Meeting and Education Day at Tenney Theater at the Cathedral of St. Andrew:
- Updating and communicating policies and procedures

### 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 Communications Contractor

Contact: Sybil Nishioka, [news@episcopalhawaii.org](mailto:news@episcopalhawaii.org)

Although I have been the Communications Contractor for the Diocese since March 2011, this is the first official report I have been asked to submit, so included is the background of what I was hired to do (as an independent contractor) and how the role has developed over the years through today. The three items bulleted below were in my original contract from 2011, and that I continue to do (with slight modifications). The additional responsibilities that follow, although never formally added or compensated for, are what I have considered my ministry to the Church:

- Send to the Diocese E-News (upcoming events twice a month), E-Chronicle (past events bi-monthly) and other special electronic mailings such as registering for diocesan events and special messages from the Bishop.
- Maintain mailing lists on Constant Contact and monitor the news e-mail ([news@episcopalhawaii.org](mailto:news@episcopalhawaii.org)) to gather the news and other items for dissemination.
- Maintain and update the diocesan website on a regular basis

At the time I was hired, an “Internet Evangelism Task Force” had already been formed to bring churches in the Diocese into the “digital-age” with an online presence (website). The task force had just entered into a contract with a company to build a new diocesan website that would serve as the “mother ship” with all other church websites connected through it. I was asked to be a part of the team and given the responsibility of working with that company to build the new website. With ongoing programming difficulties and a failure to deliver services, the contract with that company was eventually terminated. I was able to build a new website that was launched in January 2014, using our current web platform, Weebly, and continue to assist churches with building and maintaining their websites.

During the first year, I was also asked to set up the event webpages, registration, run reports and follow-up surveys for diocesan events and activities. This included the monthly governance meetings which has been transitioned over to the Executive Assistant in 2019.

In October of 2011, I was asked by the Canon to the Ordinary at that time if I could photograph and report on the Annual Meeting and since then, continue to cover many of the large Diocesan events. I have also added the use of video and editing for presentations and online posts. (Note: I live on Kaua‘i and work remotely. The Diocese covers my airfare for most events to be covered on O‘ahu and I stay with family.)

With the Bishop’s interest in having a social media presence, a Diocesan Facebook page was created. (We later added YouTube, Instagram and Twitter accounts.)

As an artist and graphic designer, I incorporate this into my work and take care of the design needs of the Office of the Bishop (now Diocesan Support Center) including logos, event branding, banners, brochures, cards, stationery, t-shirts, promotional materials, etc. *Note: This is something I do willingly and joyfully without the need for added compensation.*

The following lists the highlights of the past year’s activities and work I was involved with (September 2018- September 2019) in addition to the services noted previously:

- As a member of the Communications Strategic Design Team, met regularly with the team via conference call and in-person in preparation for the Annual Meeting presentation

- Annual Meeting – 50<sup>th</sup> Anniversary branding, Palaka shirts, Design Team presentation, photos, full coverage (October)
- Shortly after the Annual Meeting, (separate from the Communication Design Team), I began working on the implementation of a total Communications update and overhaul that had been in the works for over a year. Those changes include:
  - Website design update and switching to a new “responsive” template that is better for viewing on a mobile device - Stats show that more people are now using mobile devices over desktops, and screen viewing needed to be flexible.
  - Creation of a separate news website to accommodate a new E-Chronicle format
  - E-Chronicle design and format update - The new format was in response to the longer issues that discouraged people from scrolling all the way through. The new format now has a lead-in paragraph with a link to the full story on the news website that can provide more in-depth coverage, slideshows and videos. This has greatly cut back the size and increased engagement with articles on the website.
  - E-News design update
- Quiet launch of new website (template) and video header (January 2019)
- Quiet launch of new E-News format (January)
- Renewal 2019 and Presiding Bishop Michael Curry’s Visitation – Branding, event website (pages), registration, t-shirts, banners, photos, video, full coverage
- Bishop’s Easter Video Message
- PALM Conference - Breakout group leader, full coverage (April)
- Continuing member of Diocesan Communication Team meeting regularly
- Launch of new News Website (May)
- Launch of new E-Chronicle format (July)
- Bishop’s Draft Budget Video Message (August)
- Video of Renewal 2019 for Annual Meeting (August)

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**GOAL: To continually improve how we communicate effectively not just on a diocesan level but within each congregation, so that as we live out our faith, we have the proper tools and ability to reach out to the world to share the Good News!**

STATUS: All but one church and one preaching station have a website although not all are current. More churches are communicating effectively within their churches through monthly or weekly electronic newsletters. Social media activity is also on the rise. It is interesting to note that the active congregations also have great communication tools in place.

CHALLENGES: The natural flux of parish administrators, Vestry members, priests, governance members and Diocesan staff, remains an ongoing challenge. Movement can create a breakdown in communication and procedures, calling for constant “revisiting” and training.



## Attachment 22: Other Diocesan Reports

### Committee on Native Hawaiian Ministries (CONHM)

**Contact:** Mr. Edward Bruce Hanohano, Chair, Epiphany, (808) 486-1773, srwarden@epiphanyhi.org

**Committee Members:** The Rev. Jazzy Bostock, Curate St. Peter's, Honolulu; Kalani Holokai, St. John's, Kula; Kala Holden, St. Nicholas, Kapolei; Roth Puahala, St. Andrew, Honolulu; May Holokai, St. John the Baptist, Waianae; Edward Bruce (chair) & Pi'ilani Hanohano, Epiphany, Honolulu.

During the 2017 gathering of the Anglican Indigenous Network (AIN) that convened in Toronto Canada, a vote was taken by the delegation and it was unanimously decided to hold the 2019 AIN Conference in Hawai'i. It was made clear at the time of this decision that CONHM would struggle with the convening of this conference in Hawai'i due to the lack of funding.

Moving forward to 2019, with the help of the designated funds provided by the Diocese of Hawai'i and various AIN delegations, we are happy to host the 2019 AIN Conference here in Honolulu. These funds will help to provide meals and other much needed items to carry out the mission of AIN and CONHM. Additional funds were also secured through Bishop Bob and the Diocesan Council to assist in this biannual event. Mahalo nui loa kakou!

The members of the CONHM have been focusing their energies on the upcoming AIN Conference that will take place at Epiphany Church in Kaimuki at the end of September 2019. Delegations from Australia, Torres Straits, Aotearoa (New Zealand), Canada, USA and Hawai'i will participate in this year's gathering to discuss the ongoing plights, setbacks and wrong doings experienced by indigenous peoples worldwide!

The last AIN conference held in Hawai'i took place at the Kilauea Military Camp Retreat, Volcano National Parks on the island of Hawai'i, in April of 2009!

We ask for your continued prayers and support of the CONHM as we move forward with God's love and His guiding hand.

## Prison Ministry

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

Mahalo for all the support and prayers for the position, person, and purpose of the Diocesan Prison Ministry created two years ago, with the support and initiative of the Bishop, Archdeacon, and Diocesan Council. This is a very timely and much needed ministry to develop in light of the urgent need of **Prison and Criminal Justice Reform**, and the many emerging community initiatives and political support.

These are times to pour the new wine of rehabilitation and restorative justice into the wineskins of modernity, to bring dignity and hope to the process and programs of rehabilitation and restorative justice. The old “lock ‘em up” punitive ways of dealing with criminal behavior and the incarcerated, must now shift to **more compassion and hope** in humanity, and a much deeper understanding of human behavior in the social environment.

The chaplain position over the last two years has provided critical support to the existing **Makahiki Season of Peace and Baibala Pule** programs at the Waiawa and Halawa Correctional Facilities, Oahu Community Correctional Center, and the Saguaro Correctional Facility in Arizona. For more information see [napaahao.org](http://napaahao.org).

The prison chaplain also helps to coordinate reentry services, which include the **Bac Pac Project (over 100 Bac Pacs), Housing and Health Services through a partnership with Ke Ola Mamo Health Care Systems, and a First 48 Hours Alms Fund**. Education and advocacy programs in the community and local churches are also important to this ministry with visits to local churches and community groups. Dr. Kahu Ha‘aheo Guanson has been a tireless volunteer assisting with the coordination of many of these re-entry and community activities.

This year an effort is underway to provide another **500 plus NT Baibala Hawaiian-English Bibles** to all Hawai‘i prisons and facilities, including the Women’s Correctional Facility, Honolulu Federal Detention Center, and the Saguaro Correctional Center in Arizona. Your support would be greatly appreciated in this project, which provides a Hawaiian language and culture opportunity to spiritual identity development and formation.

It’s not hard to imagine the many pa‘ahao inmates, young and old, and elderly, men and women, **many Native Hawaiians**, living a harsh and dehumanizing reality behind bars, locked up in less than human environments, deprived of dignity, and having very little hope of redemption or restorative rehabilitation. Jesus was clearly instructive when he said “release the captives”, and “set the prisoners free”!

These words above are now reflected in the “**decarceration movement**” of today’s prison and criminal justice reform efforts in Hawaii and the U.S.

**Decarceration** means more than getting individuals out of prison. It means healing trauma, restoring civil rights, and ending the suffering this system has imposed on families and communities.

It is time for everyone, and every church, to get involved. Please study the issues and be ready to support, vote, pray, develop programs, and work together to bring the daughters and sons in our families, and communities **home again to new life and new hope in Christ.**

A special mahalo to our **14 member volunteer prison ministry team**, of clergy and lay, who go through Volincor training, and have a two year security clearance to access the facilities, and assist with services, programs, classes, Bible study, and counseling.

### **Mahalo ke Akua!**

In Micah 6:8. (NIV)

He has shown you, O mortal, what is good.

And what does the Lord require of you?

To act justly and to love mercy

and to walk humbly with your God.

In Luke 4:18-19 (NIV)

“The Spirit of the Lord is on me,

because he has anointed me

to proclaim the good news to the poor.

He has sent me to proclaim freedom for the prisoners

and recovery of sight for the blind,

to set the oppressed free, to proclaim the year of the Lord’s favor.”

## Kilauea Eruption Relief

**CONTACT:** The Rev. Katlin McCallister; (808) 935-5545; [pastor@episcopalchurchhilo.org](mailto:pastor@episcopalchurchhilo.org)

Thank you for your prayerful and financial support toward relief and recovery in the aftermath of the 2018 Kilauea eruption. This is a report on the income and expenses of relief funds.

Total income received: \$56,545.71

Number of donations received: 173

This total includes restricted grants from Episcopal Relief and Development, as well as restricted donations toward Hale Iki, and general disaster relief assistance from congregations and individuals from around the country.

*Expenses through August 2019: \$53,056.46*

### *Significant Expenses:*

\$31,326.29 to Hale Iki

given toward the building of Hale Iki, an emergency transitional housing project for evacuees, as well as the implementation and maintenance of a sustainable food garden on site.

You can read a news article by Episcopal News Service on Hale Iki:

**“On Hawaii’s Big Island, church’s recovery work continues long after volcanic eruption”**

By Lynette Wilson, Posted Oct 31, 2018

<https://www.episcopalnewsservice.org/2018/10/31/on-hawaiis-big-island-churchs-recovery-work-continues-long-after-volcanic-eruption/>

\$3,000 to a local collaboration to provide laundry services for evacuees.

\$4,886.09 to air purifiers for schools to shelter in place.

\$3,000 was disbursed across six Holy Apostles’ families directly impacted by lava flow for emergency recovery.

\$4,211.42 funded one-way airfare for 11 individuals to relocate after displacement.

\$5,341.26 funded repairs, clean-up, restoration, and re-building in long-term recovery.

Remaining expenses were small purchases to assist impacted people and care workers from the emergency phase through the long-term recovery phase. As of August 31, 2019, Holy Apostles has \$3,489.25 remaining to spend in recovery assistance. We are no longer accepting donations as we are no longer in emergency response.

## Communications Design Team II

**CONTACT:** Ms. Rae Costa (Business Manager), Office of the Bishop; 808-536-7776, ext. 326.

Team Members: The Rev. Mark Haworth, Mr. Lindy Marzo, Ms. Sybil Nishioka

Our team's mission is to help with the how, where, when, and why of communications. We did not consider what to communicate. Other teams will determine the what and then we will help with getting that message to the congregations and then the congregations, in turn, to their communities.

### Report:

- Sent out a communications survey to help us determine what kind of help congregations need with communications and who we should be talking to at each congregation
- Developed a list of tools congregations can use (free to low cost) to help with communicating within their congregation and out to the community
  - This list will be given to each attendee at the Annual Meeting
  - And it is posted on the Diocesan website
- We will have a table at Education Day and the Annual Meeting to display samples of the tools and possibly have some hands-on demonstrations

### Goals:

- To possibly start a Communications periodic newsletter
- To see if there is interest in training, either on-site or webinars
- To be an aid to congregations by coming up with ideas/tools/etc that will help them get the word out there
- To constantly improve Diocesan communications

## ‘Ohana Design Team II

**Team members:** Dora Kraul (ideas submitted via email and voice call), Shari Lynn, Ricky Melchor, Carolyn Morinishi (convener)

**Meeting notes:** We opened in prayer and introduced ourselves. Our four team members represent four islands! -- Mau‘i, Hawai‘i Island, Moloka‘i and Kaua‘i.

- We read together from the Strategic Plan 2017, and also Bishop Bob’s email of 4.10.2019
  - We read input from Dora Kraul, our team member who could not attend our meeting.
  - We reviewed the 2018 ‘Ohana Team “Poll Everywhere” results (provided by Mark H)
  - We discussed where ‘ohana might be improved in our church lives (see below)
- B. ‘Ohana: between clergy
1. discussed how clergy are often from the mainland and feel isolated from local people
  2. In 2018, Kaua‘i ‘Ohana team interviewed all Kaua‘i clergy. Found that all clergy feel too busy for any new educational or social events.
  3. Shari & Ricky will interview clergy on their islands and ask what would help them out.
- C. ‘Ohana: within congregations
1. Need to develop communication on several levels: with self, with parishioners, within parish level, then with other parishes. Ricky leads this type of workshop.
  2. Discussed the lack of youth/young adults at our parishes. We agreed that “contemporary service” has worked at other parishes and creates a worship experience that youth can relate to. Carolyn just led an Episcopal youth camp (27 youth) who are excited to come back next year. It was successful partly because prayers and music were contemporary.
  3. Sometimes church “coffee hours” form cliques. Need to encourage mingling.
  4. Discussed organizing carpools to pick up parishioners who no longer drive.
  5. Ice Cream Social was a top vote getter from last year’s convention poll.
- D. ‘Ohana: between congregations
1. Some programs are still working: Cup of Cold Water (Mau‘i), Habitat for Humanity (Kaua‘i, started as ‘Ohana 2018 project, still going strong monthly).
  2. “Joint Vestry Retreat” was a top vote-getter from last year’s convention poll.
  3. Social event “Around the World” brought 2 Big Island churches together. (We acknowledged the difficulty bringing churches together on Big Island because of the geography.)
- E. ‘Ohana: relations between other denominations, outreach, evangelism in community
1. Grace Moloka‘i and All Saints have 12-step programs. Invite participants to join worship
  2. Invite community to All Saints’ Hawaiian language Holy Sovereigns service

### **Action Items for 2019-2020:**

- Communication workshop by Ricky Melchor. Ricky will travel to other islands and hold his workshop “Understanding the Psycho-social Dynamics of Communication for Effective Church Ministry and Leadership.” Host church will invite other churches.
- Joint Vestry Retreat at Kōke‘e Lodge on Kaua‘i, summer 2020. Will invite vestries from Kaua‘i, and possibly from other islands for a time of discussion and fellowship.
- Kupuna craft service project: crafting items for homeless or military (joint effort of members of multiple parishes. Carolyn will work with Dora. Date: TBD)
- Ice Cream social at a future diocesan event or diocesan convention.

## Spiritual Growth Design Team II

**Chair:** Rev. Katlin McCallister

**Members:** Rev. Amy Crow, Fran Kramer, Phyllis Meighen, Louisa Le Roux, Vernon Sheldon-Witter, Rev. Bernard Young

**2019 Meetings:** 5

March 31 (ZOOM), April 7 (ZOOM), June 1 (in person), July 3 (ZOOM), August 24 (in person)

### Activities and Accomplishments

We convened after the Presiding Bishop's Renewal weekend and began by identifying four focal points of spiritual growth which we gleaned from the Renewal Works presentation at the Renewal 2019 conference.

1. Cultivate spiritual community; i.e. small groups
2. Increase scriptural knowledge and engagement
3. Promote and teach personal prayer practices
4. Give attention to "the heart of the leader"

We continued on to discern how SGDT work from phase 1 connects to these focal points and the best ways to implement practices throughout the diocese. We recommended the tools and resources be made available in one easily accessible formation website for the diocese.

With the guidance of Bishop Bob, we shifted directions in June and suggested a three part plan:

#### *Part One*

Diocesan website to implement an interactive resource tab for anyone to access the most effective and user friendly resources vetted in SGDT phase 1 (tool shed). There would be resources for personal growth and resources for congregational/small group growth.

#### *Part Two*

Diocese-wide small group series, such as *Revive*, by Forward Movement.

#### *Part Three*

Renewal Weekends: Friday evening to Saturday Evening retreats for renewal, learning, and prayer in community. Suggested two held per year and location shifts to different islands.

In July and August we focused on planning the first Renewal Retreat. We are still in process on titling this experience and a formal proposed itinerary and content will be submitted to Bishop Bob by the end of September.

## Creation Care Task Group

**Group Members:** Philip Paradine, Lot Lau, Guy Hiwa Piltz, Ruth Fletcher (convenor), Stanley Yon, and George Clifford

At the request of Bishop Robert Fitzpatrick, The Creation Care Task Group was formed in the Spring of 2018. The group reviewed and discussed the goals and vision for Care of Creation, developed by the Presiding Bishop along with the Creation Care Resolution submitted by David Kennedy and adopted by the Standing Committee at the 50th Annual Meeting of Convention.

In alignment with Presiding Bishop Michael Curry's vision and goals, and as part of our promise to place the care of God's Creation at the heart of our work together, we agreed that our group focus would be to educate individuals, families, schools and congregations for action. We are committed to educating people about the Climate Crisis and will provide opportunities, suggestions, and support to:

- Mitigate the future impacts of climate change (e.g., reduce carbon emissions);
- Adapt to unavoidable climate change impacts by helping communities prepare for extreme weather events (e.g., heat waves, storms) and growing stress (e.g., declining winds, warmer days and nights) that characterize a warmer Earth;
- Expand climate change understanding by creating opportunities for dialogue and problem solving with experts in the community to heighten awareness about the Climate Crisis, and to invoke individual and community action and change;
- Forge partnerships with key groups to accomplish systemic and lasting change (e.g., reduced energy use, enhanced agricultural practices that sequester carbon, and planning and cultivation of resiliency centers).

Actions thus far:

- Dr. Chip Fletcher engaged the Creation Care Task Group in a two-hour seminar on what we know about our planet's changing climate;
- We are participating in the Land and Sea Festival hosted by St. Andrew's Schools on October 19 – an event that will bring community members together to increase awareness about the changing climate, and provide opportunities for dialogue, learning, and sharing actions to help mitigate and prepare for these changes;
- Preparing materials for the Annual Convention so others can join us to make a difference (e.g. Congregational Carbon Tracker, ways to reduce energy use, can our church become a resiliency center?).

Future Actions:

- Plan an education and awareness day with keynote speakers and dialogue opportunities with experts (perhaps at the 2020-2021 convention?)
- Coordinate Interfaith Communities to address these questions:
  - How can we bring communities together to talk story about the climate crisis, share successes, and move forward?
  - How can communities/society pay for the changes that need to be made?
  - How can we protect and serve the most vulnerable among us?



## Reconciliation Task Force

Contact: The Rev. Diana Akiyama, Chair 808-854-6979 diana.akiyama@gmail.com

Task Force Members: The Rev. Jasmine Bostock, Ms. Mary Carpenter, The Rev. Alison Donohue, The Rev. Kaleo Patterson, The Rev. Irene Tanabe

### Activities Report

- Task Force has met 3 times (once in person, twice via Zoom) since its formation in spring 2019
- Focus of work has been on: Why? What? How? of reconciliation work
- All forms of discrimination/marginalization are included in our work
- Heidi Kim, past staffer on Presiding Bishop's staff, has volunteered to help the task force clarify and hone our work.

### Expenditures

- Travel from neighbor islands for in-person meeting
- Lunch for in-person meeting

### 2019 - 2020 Goals

- Develop reconciliation tools that are effective, achievable, and measurable.
- Develop tools that can be utilized by congregations and by the diocese.
- Form sub-committees as needed to complete the work.

## Worship Task Group

**CONTACT:** The Rev. Kerith Harding, Chair 808-878-1485

**MEMBERS:** The Rev. Jazzy Bostock (St. Peter's); The Rev. Cn. Brian Grieves (Diocese of Hawai'i); The Rev. Kerith Harding (St. John's, Kula); The Rev. Paul Lillie (St. Mark's); Ms. Niambi Mercado (St. Elizabeth's); The Rev. John A.H. Tomoso (Diocese of Hawai'i).

The Worship Task Group (WTG) was appointed by the Rt. Rev. Robert Fitzpatrick on February 22, 2019, and tasked with assisting the Bishop in establishing guidelines, with limits of use, for the creation and evaluation of experimental liturgies and new texts for worship. This work was called for by Resolution A068 "Plan for the Revision of the Book of Common Prayer" of the 79<sup>th</sup> General Convention. The resolution urges bishops to "engage worshipping communities in experimentation and the creation of alternative texts to offer to the wider church," and 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 WTG met via Zoom on March 7 and August 15, 2019, and communicated via e-mail and phone between meetings. The result of our work was the distribution of two documents to the Diocese of Hawai'i on September 4, 2019: *Guidelines for Creating Experimental Liturgies and New Texts for Worship* and the *Experimental Liturgy Evaluation Form*.

Our priorities, as stated in the introduction to the guidelines, were as follows:

1. To create a resource that would both educate and guide those interested in engaging in liturgical experimentation;
2. Faithfulness to the intent of Resolution A068 of General Convention 2018; and
3. Faithfulness to existing ecumenical agreements.

We are hopeful that our work will encourage deep thought about the ways in which use of inclusive and expansive language, untapped biblical metaphors, and the inclusion of ecological themes in liturgy can enhance our worship and welcome. We are likewise hopeful that it will serve as encouragement for those who might be excited to mine extra-biblical resources, such as the writings of our Holy Sovereigns and Queen Lili'uokalani, for new canticles, texts, and spiritual inspiration. We look forward, in the coming year, to receiving drafts of experimental liturgies and their evaluations at [rtrevhawaii@gmail.com](mailto:rtrevhawaii@gmail.com).

The WTG has not incurred any expenses in 2019 as of this report.

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

Contact: The Rev. Ernesto Pasalo Jr, Vicar; 808.469.1089; fr.jar.pasalo@gmail.com

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

Report: In the past 12 months there have been many changes to the Episcopal Church of West O‘ahu, including personnel and membership. We hosted and celebrated the ordination of our curate, The Reverend Mark Kekaileonui Haworth. ECWO moved its offices to St. John the Baptist and closed their office at St. Timothy’s. At the end of the year ECWO has requested to dissolve to make space for new ministry opportunity.

St. John The Baptist: St. John The Baptist continues to be a faithful worshiping community who currently uses their parish hall as worship space on Sundays. With the closing of their thrift shop, the congregation is looking to finish the development of new office space and Sunday School/ youth group space which will take its place.

St. Nicholas: The Bishop’s Committee and the congregation continues to explore the future of ministry in Kapolei. After much discernment, St. Nicholas requested to change their status from an organized mission to an unorganized mission.

The members of The Episcopal Church of West O‘ahu would like to thank everyone who supported this ministry experiment by the Diocese of Hawai‘i. It has demonstrated the benefit of having a shared resource center. Moving forward, with a few changes and oversight, it could become a viable means for future church ministries.

- Review of Activities: What we’ve accomplished
  - There have been many joint services between St. John The Baptist and St. Nicholas. We have had combined services at our churches and at the beach.
  - There is a better understanding of shared ministry and worship 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 at St. John the Baptist and remained stable at St. Nicholas.

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

**Contact:** The Rev. Dustin D. Berg, Priest-in-Charge; [dberg@calvarykaneohe.org](mailto:dberg@calvarykaneohe.org)

### Summary Of Activities , Participants & 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. Fr. Berg was present at each event listed.*

- **Kama’aina Preschool open house (August):** Presence/prayer/greeting, introduction from Fr. Berg. (NS, BJK, Fr. Berg)
- **September 2018 – training 2 new Eucharistic Ministers (LM, BJK)**
- **House blessing – September 2018** (Nishimura)
- **Diocese of Hawai’i convention (October, Kona) – LB, NB, BJK.**
- **Transition away from paid parishioner janitorial service to volunteer coverage for church.** (December, change was effective in March)
- **November:** outreach-inreach of Thanksgiving food baskets and grocery gift cards – to Kama’aina preschool teachers, from Calvary parishioners
- **November - December:** Engagement with rental management company; rental agreement signed for generating income from church-owned vicarage. Tenants currently present.
- **Advent/Christmas Bible study (December-January) – CJG, MKH, BJK, LB, LE, SK, LT.**
- **Christmas Eve – potluck and gift-bag giveaway (LE, CJG, MKH, LB, LK)**
- **1<sup>st</sup> Sunday after Christmas – Lessons & Carols (all)**
- **March 3 – pancake breakfast following service. NS, PKB, CJG, MKH.**
- **March 6 (Ash Wednesday) – Brief service for Kama’aina Preschool children,** in addition to evening service for Calvary congregation.
- **April 1 (Easter Sunday) – Easter egg hunt, children’s gift bags.**
- **March – Presiding Bishop Curry’s visit and Renewal – BJK, SK, LM.**
- **Pastoral fund** usage throughout the year (total – approx.. \$2,740): rent, electric bill, gas gift card, car repair; vehicle registration.
- **Touring through the Bible – study, spring 2019. CJG, MKH, BJK, LB, LE, SK, LT.**
- **Episcopal 101 study, spring 2019. CJG, MKH, BJK, LB, LE, SK, LT.**
- **Burials: 3** (Wong, Ching, Rodenhurst).
- **Baptisms: 3** (Yamauchi, Marriott, Lono/Aweau)
- **Throughout the year: Home pastoral visits, hospital visits, private communion as needed/requested** (Fr. Berg, CTP)
- **Worship committee – meetings throughout 2018 & 2019 (CTP, LE, NS, KS, NB, LM)**
- **Kama’aina Preschool graduation and potluck (May):** Presence/prayer/greeting, introduction from Fr. Berg. (NS, BJK, Fr. Berg)
- **Engaging potential tenants of church space – throughout 2018 & 2019** (rental possibilities) – nondenominational churches; yoga, etc. practitioners; service dog trainer.
- **Invite-Welcome-Connect** (September 2019) – MKH
- **Training readers/intercessors – coinciding with new, 8<sup>th</sup> grade student participating** (Kamakeeaina)

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; LK-Laverne Kinoshita; PKB-Peter & Karen Bellisario.

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

Contacts: Mrs. Jule Kamakana (Bishop’s Warden), Grace; 808-553-5725,  
[juleann616@gmail.com](mailto:juleann616@gmail.com)  
Fr. John S. Lunn (Vicar), Grace; 808-567-6420, [revlunn@gmail.com](mailto:revlunn@gmail.com)

Bishop’s Committee Members: Jule Kamakana, Bishop’s Warden; Robert Mokuau, Junior Warden; Cheryl Corbel, Secretary; Richard Davis, Glenn Kondo; Shari Lynn; Nani Woolsey; (Michael Grinnell, Treasurer)

### Report:

- Review of activities and those who participated or served.
  - Regular Sunday Mass with Eucharist (congregation and visitors)
  - Special Midweek 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 30 + families regularly supplied with monthly assistance and special foods available for Thanksgiving, Christmas and Easter for local families
  - Compassionate Housing unit – one-year option for an individual with housing/transition needs – in exchange for yard work and other things
- 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 also be used for day to day ministry, operation and special Thank Offerings for community projects
    - Alms fund available for emergencies – administered by Priest
    - Monthly support of a community not for profit each month (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 people have joined our fellowship
- Challenges.
  - Change in Bishop’s committee membership and leadership in the Thrift Shop.
  - Finding Volunteers for various activities – we have aging membership

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

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

**Bishop’s Committee:** Deborah Davis, Karen Pucci, Don Hatch, Cynn timer Salley, Teri Martindale, 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 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. The Saturday before Thanksgiving a full dinner is provided for anyone that comes in the church and in December over 200 books, Christmas Stockings and Prayer pillowcases are given out to our Keiki. St. Jude’s grant writing team offers a grant writing support for the community and provided a workshop for the Diocese. We continue to support grant writing across the islands.

In 2017 we received a grant to open a free community computer lab. We refurbished a 147 ft<sup>2</sup> storage building on our site that holds the pump and heater for our showers. We purchased six laptop computers, a printer, software, accessories, and furniture. We secured a network, installed a security system and 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. The lab opened April 10, 2018 and in June, Jasmine Arguello began working in the lab and now is the lab manager. In April 2019 we partnered with the Ka‘u School District to provide 19 hours a week for students to use the lab for makeup work to insure their graduation from Elementary School or High School. Because of the expanse of our housing development and the fact that many do not have transportation should their child miss the bus, this gives them a chance to make up their work during the day to allow them to graduate. The school will even make arrangements for transportation from their home to the computer lab.

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 treated with aloha.

Our church web presence keeps the community informed. Our website [www.stjudeshawaii.org](http://www.stjudeshawaii.org) averages about 300 page views per week. Our Facebook page averages about 1100 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.

## Missioner to All Souls Anglican/Episcopal Church in Okinawa

**CONTACT:** The Rev. Irene Tanabe, Rector, All Souls Anglican/Episcopal Church  
Chatan, Okinawa, Japan, [itanabe@allsoulsokinawa.org](mailto:itanabe@allsoulsokinawa.org)

Late last year, the Bishop David Uehara of the Diocese of Okinawa, Nippon Sei Ko Kai (Japan Anglican Church) asked Bishop Fitzpatrick if he would send me as a missionary from this Diocese to serve as the Rector of All Souls Anglican/Episcopal Church in Okinawa. Bishop Fitzpatrick agreed, and I moved to Okinawa in February of this year.

Perhaps not all of you know of the relationship with All Souls Church and this Diocese, so I will briefly recount its history. Shortly after World War II, the Nippon Sei Ko Kai requested assistance from the Episcopal Church of the United States to look after the pastoral needs of the people of Okinawa, which became an American possession after the war. All Souls' Parish was founded in the 1950's by Americans stationed or working on Okinawa. The original congregation began under the supervision of the Diocese of Hawai'i and Bishop Kennedy, and our former bishop, Edmond Lee Browning was one of the early priests, serving as Priest-in-Charge from 1959 to 1963.

In 1968, Browning founded the "Missionary" Diocese of Okinawa and he was elected as its first Bishop. In 1972, in conjunction with the transfer of Okinawa from a U.S. possession back to Japan, the church was transferred from the Diocese of Hawai'i to the Nippon Sei Ko Kai. The stated mission of All Souls Church is to continue to minister to Americans living on Okinawa. It is the only English-speaking congregation in the Diocese, and worships with the American Book of Common Prayer and the 1982 Hymnal. In addition to Bishop Browning, The Rev. Norio Sasaki served here in 1990 – 1991, and The Rev. Robert Walden served here in 1997 – 2003, both priests of the Diocese of Hawai'i.

While All Souls Church was once a vibrant congregation with over a hundred Sunday worshippers, it is now struggling, owing to changes in the American military troops over the last few decades. The Marine Corps and Navy have taken over much of the military installations from the Army and the Air Force and there are fewer accompanying families and children. There was also a period of several years when there was effectively no priest to oversee its worship, programs and services. The new missionary was challenged to rebuild the church and reestablish its mission to the Americans.

Since my time here, the average Sunday attendance has grown from fourteen to now over thirty regular worshippers. The community is comprised of a few expatriate families, Japanese Okinawans who want to worship in a bi-lingual community, and active American military families. We regularly see military chaplains who are Episcopalian or Lutheran. It is also a church where there are always travelers, seeking an English-speaking service and Sunday communion. There is much work to do to reestablish the Episcopal presence here on the island, but we are well on our way.

Next year will be an important commemorative year for the church. All Souls' was named in memory of those of every nation who died during the Battle of Okinawa, where in 1945 over 236,000 lives were lost. At the 50<sup>th</sup> Anniversary, the names of the fallen were read in church



from April 1<sup>st</sup> to June 23<sup>rd</sup>, each day of the battle. The year 2020 is the 75<sup>th</sup> Anniversary, so together with the entire Diocese, we will repeat the reading of the war dead.

For those of you who call Okinawa your ancestral home, *Uchinanchu*, please do come visit! You can support our mission with your presence! Come between April 1<sup>st</sup> and June 23<sup>rd</sup> of next year and participate in the reading of the names. The Diocese has a very affordable guest house that was formerly an Anglican convent, or if you prefer something more upscale, O‘ahu’s Halekulani Hotel has just opened a resort in Nago, in northern Okinawa! The Okinawan people are amazing, the food delicious, and the ocean every bit as beautiful as Hawai‘i. Hope to see you soon!

## 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)

Camp Mokule‘ia continues to be a place of rest, recreation, and renewal for children, youth, and adults of all ages. This past year, Camp Mokule‘ia has served members of the Episcopal Church, church groups of other denominations, non-profit organizations, schools, and families. People from Hawai‘i, the mainland, and countries from around the world have come to enjoy themselves and make memories on our sacred grounds. Here are some highlights of the past year:

1. Summer Camp – One of our main goals for 2019 was to expand and improve our Summer Camp Program. We increased the number of programs from one week of summer camp with 40 campers in 2018, to offering four weeks of residential Summer Camps with 117 summer campers (on O‘ahu and the Big Island), and one week of Day Camp (on O‘ahu) in 2019. Five Episcopal churches sent campers in 2018, compared to 16 churches this summer. We improved the overall quality of our summer camp program by offering new activities, purchasing new equipment, and hiring a dedicated summer staff. Our summer hires participated in a full week of staff training, and first aid training prior to the first week of camp. Our summer staff also worked alongside visiting staff from Camp Kanuga during Day Camp on the grounds of the Cathedral of St. Andrew.
2. Diocesan Youth Ministry – Camp Mokule‘ia gladly accepted the responsibility to help reestablish and lead our Diocesan Youth Ministry. In April, we were very pleased to host 33 youth participants at Youth Day, the first Diocesan Youth Ministry event in a very long time. In August, we engaged consultants from Ministry Architects to lead eight listening sessions with youth, youth workers, clergy, youth parents, camp staff, and Bishop Fitzpatrick. The information and ideas they gathered have been compiled into the “Youth Ministry Assessment Report” to assist us as we design and build an effective and sustainable Diocesan Youth Ministry.
3. Facility Upgrades – Since our 2018 Annual Meeting of the Convention we have continued our effort to upgrade our aging facilities. In the last year, we have replaced the roofs on our Lodge and Dining Hall, repainted the exterior of our Dining Hall, replaced pool fence (lava rock bottom and aluminum on top), replaced a section of our fence, upgraded the entrance to Chapel (new steps, awning, & new handrail), purchased a 15-passenger van, renovated the interior of two cabins, added three new tentalos (platform tents with porch and bunk beds), and many other small improvements. There is still a lot of work that needs to be done, but we have come a long way in the last couple of years.

Thank you all for your continued support in the ministry of Camp Mokule‘ia. It is a great time to be a part of the ministry at Camp Mokule‘ia!

Submitted by:

Darrell Whitaker, Executive Director, 808-637-6241, [darrell@campmokuleia.org](mailto:darrell@campmokuleia.org)

\* \* \* \* \*

### 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 2018-2019 academic year, including the completion of our campus master plan which unifies the vision of creating an oasis – a sanctuary – of spiritual and educational learning in downtown Honolulu. 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

Seventy Native Hawaiian students at The Priory and The Prep were provided tuition assistance through our partnership with Kamehameha Schools. Because of this partnership the percentage of Native Hawaiian students at The Priory (girls, K-12) and The Prep (boys, K-5) has increased from 21% (SY 2017-18) to 34% (SY 2019-20). All four of the seniors that were part of this program successfully enrolled in a four-year college (Arizona State University, Creighton University, University of Hawai‘i, and Southern Oregon University). Three of the four students selected majors in the health care (pre-med, nursing) or STEM (science, technology, engineering, math) fields.

#### 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. We are currently working with the Asia Society to build a cohesive and integrated curricular experience that teaches students to investigate the world, recognize perspectives, communicate ideas and take action.

We do this by implementing Universal Design for Learning (UDL) Principles and actively using the SAGE Curricular model (S = Student Choice, A = Authentic Experience, G = Global Significance, E = Exhibit to a Real Audience). This work is ongoing, and allows us to meet a child where they are academically and move them forward at an appropriate pace.

#### Increased Revenue from Philanthropy

Philanthropic Giving	FY 16	FY 17*	FY 18	FY 19
Gifts, Grants and Annual Fund	\$972,358	\$1,485,098	\$1,766,107	\$2,383,193

% Increase over Prior Year		52.7%	19.0%	35%
% Increase over FY 2016			81.6%	145%

\*150th Anniversary Year

\* \* \* \* \*

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

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

**Board of Directors:** 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 (ACCW) 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 (Ke Hale A Ke Ola Resource Center) board. We also have an ACCW Director on their board.

This year Deb Lynch has rejoined our board with emphasis on coordination on van runs and supply room. We have an excellent Treasurer and bookkeeper who work closely together. This year we said goodbye to the Supply Room leader who had gotten us organized and running. Fortunately, an equally dedicated and organized leader is now on board.

ACCW has a website, a master calendar for all churches, a phone which is always carried by a board member who understands the needs of our clients and the safety of our run teams. We publish 4-5 newsletters a year, focusing on various teams. This year we worked with Maui High School Arts and Communication and created a video which focuses on our mission and our work. This video is available for other similar missions, church presentations, Rotary Club presentations. “A picture is worth a 1000 words, literally.”

ACCW has been joined by 4-H clubs, the Lion’s Club, school groups, individuals, churches, Quakers, 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. Freshly made peanut butter and jelly sandwiches are available on most runs and bring many thanks and smiles.

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 blessing. Good Shepherd continues to house the ACCW supply room and van parking.

There are currently over 60+ volunteers and we continue to gather for annual meetings, and mahalo parties, including as many groups who share our mission and support our work. Our simple mission of mercy continues, right here in our own backyard.

As of June 30, 2019 ACCW had \$44,452.04 in its checking account plus \$37,496.80 in the Diocesan investment portfolio, a restricted fund reserved by the ACCW Board for van replacement.

<b>A Cup of Cold Water Recent 2019 Statistics</b>				
<b>Month</b>	<b>July</b>	<b>June</b>	<b>May</b>	<b>April</b>
<i>People Served</i>	829	708	845	777
<i>Mission Runs</i>	13	14	13	12
<i>Miles Driven</i>	354	441	378	361
<i>Chilled Water</i>	829	708	845	624
<i>Hygiene</i>	2487	2214	4056	1638
<i>Basic First Aid</i>	622	531	676	300
<i>Food</i>	5803	4956	5070	4197
<i>Clothing</i>	1326	1132	1268	413
<i>Bibles, Daily Bread</i>	25	25	10	53
<i>PBJ</i>	500+	500+	500+	500+

## Attachment 24: Registered Clergy Delegate List

### **Canonically Resident Clergy**

The Rev. Diana Akiyama  
The Rev. Cn. Randolph Albano  
The Rev. Andrew Arakawa  
The Rev. Dustin Berg  
The Rev. Jazzy Bostock  
The Rev. Dcn. Lani Bowman  
The Rev. Christopher Bridges  
The Rev. Dwight Brown  
The Rev. Gae Chalker  
The Rev. Cn. Frank Chun  
The Rev. George Clifford  
The Ven. Steve Costa  
The Rev. Amy Crowe  
The Rev. Linda Decker  
The Rev. Bruce DeGooyer  
The Rev. Alison Dingley  
The Rev. Peter Fan  
The Rt. Rev. Bob Fitzpatrick  
The Rev. David Gierlach  
The Rev. David Glaser  
The Rev. Cn. Sandy Graham  
The Rev. Cn. Brian Grieves  
The Rev. Ha'aheo Guanson  
The Rev. Kerith Harding  
The Rev. Mark Kekaileonui Haworth

The Rev. Keleawe Hee  
The Rev. Cn. Moki Hino  
The Rev. Cn. David Kennedy  
The Rev. Giovan King  
The Rev. Preston Lentz  
The Rev. Paul Lillie  
The Rev. Paul Lucas  
The Rev. Linda Lundgren  
The Ven. Irene Maliaman  
The Rev. Katlin McCallister  
The Rev. Andrew McMullen  
The Rev. Imelda Padasdao  
The Rev. Annalise Pasalo  
The Rev. Ernesto Pasalo  
The Rev. Kaleo Patterson  
The Rev. Heather Patton-Graham  
The Rev. David Stout  
The Rev. Irene Tanabe  
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

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### **All Saints**

Crocker, David  
Crocker, Linda  
Secretario, Nelson  
Secretario, Vikki

### **Calvary**

Emery, Louise  
Hee, Karlene  
Kalakau, Billie Jon

### **Christ Church**

Foerster, Bob  
Greenwell, M. E. 'Meg'  
Spalding, Beryl

### **Christ Memorial**

Akana, David  
Hullum, Rebecca

### **Emmanuel**

Akana, Wayne  
Krueger, Joe

### **Epiphany**

Hanaoka, Chris  
Kusumoto, Ryan  
Perry, Lāhela  
Sueoka, Mary

### **Good Samaritan**

Hee, Faye  
Nishihira, Deb

### **Good Shepherd**

Abe, Jeanne  
Aloy, Louise  
Decker, John  
Lee, K. Peter  
Paul, Marie  
Tomoso, Susan

### **Grace**

Davis, Debbie  
Davis, Richard  
Grinnell, Michael

### **Holy Apostles**

Kraul, Dora  
Long, BJ  
Penny, Jim  
Penny, Kathy  
Tampos, Evette

### **Holy Innocents**

Delos Reyes, Diane  
Hazur, Beth  
Tarsitano, Donna

### **Holy Nativity**

Aubrey-Child, Wyn  
LeRoux, Louisa  
Otani, Kathy  
Yon, Stanley

### **St. Andrew**

Brown, Matthew  
Conklin, Elizabeth  
Jones, Preston  
Lapsley, Edward  
Salisbury, Justin  
Young, Keanu

### **St. Augustine's**

Arellano, Jerome  
Cole, John  
Fernandez, Pi'ilani  
Hartwings, Eileen

### **St. Christopher**

King, Tom  
Perry, Nancy  
Shumaker, Carly  
Takahama, Talbert

### **St. Clement**

Anderson, Dana  
Brousseau, Karen  
Carpenter, Mary  
Hill, Chaz  
Overstreet, Cathy

**St. Elizabeth's**

Dantsuka, Joy  
Langi, Melanie  
Shim, Lynette  
Young, Arleen

**St. James'**

Byron, Brayden  
Byron, Scott  
Cariaga-Alfonso, Sharon  
Mariscal, Pedro  
Thompson, Michael

**St. John the Baptist**

Holokai, May  
Natividad, Mary Elizabeth

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

Fiddes, Jean  
Guard, Laurie  
Makua, Janet  
Schumacher, Cindy  
Schumacher, Paul

**St. John's BTS**

Chang, Phyllis  
Lucas, Kawehi  
Phillips, Eileen

**St. Jude's**

Burt, Cordelia  
Stigall, Steve  
Towner, Anna

**St. Luke's**

Kramer, Fran  
Lee, Robert  
Yamada, David

**St. Mark's**

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

**St. Mary's**

Condello, Frank  
Cortez III, Pablo  
Hirozawa, Gail

**St. Matthew's**

Besenbruch, Val  
Kolhoff, Kathleen  
Lewin, Elizabeth

**St. Michael**

Burriss, Susan  
McGinness, Matthew

**St. Nicholas**

Brown, Douglas  
Convard, Paul  
Holden, Kala

**St. Paul's**

Acopan, Marcelo  
Casino, Felonila  
De Jesus, Fay  
De la Cruz, Lanie  
Duldulao, Maribel  
Marquez, Eugene  
Peralta, Lolita

**St. Peter's**

Baroza, Rose  
Kau, Ken  
Kwok, Sharleen  
Saito, Cheryl  
Yamane, Jaime

**St. Stephen's**

Mamoe, Junior  
Shawhan, Sandra

**St. Timothy's**

Domingo, Vickie  
Dove, Jana  
Luczak, Laurie  
Thomas, Adele

**Trinity BTS**

Caberto, Clifford  
Fiali, Bobbi  
Serwatowski, Marty

**West Kaua'i**

Barker, Lynn  
Barker, Ross  
Rentrop, Julie



## Attachment 26: Necrology List

September 1, 2018 – August 31, 2019

All Saints' Episcopal Church	Jonathan Ibanez Mary Wilson Gary Saiki
Calvary Episcopal Mission	Thelma Tsueko Shigemitsu Mary Charlotte Farley Rodenhurst Mary Yoon Keow Wong
Christ Church Episcopal	Bill Trumbo Bill Melson Kid Steele McCoy Rev. Alice Babin
Christ Memorial Episcopal Church	Rebecca Pickett
Emmanuel Episcopal Church	Rita Bost Merriam Lee Summers Wild
Epiphany Episcopal Church	Rachel Ah Oi Soong Chang Donald Mikio Matsumori
Good Samaritan Episcopal Church	Jennie Lum Elaine Young
Good Shepherd, The Parish of	Caroline Domingo Espirito Julia Siores Evangelista Melan Federizo Evangelista Tannis Jean Grimes Carmelo Baniaga Paguyo Rufino Juan "Iping" Taclan Esperanza Yadao Yoro
Grace Episcopal Church	Richard Palea Hanchett
Holy Apostles, Church of the	No names to report
Holy Cross, The Church of the	No report submitted
Holy Innocents, The Church of the	The Rev. Cn. Allen Lewis
Holy Nativity, The Church of the	No report submitted

St. Andrew, The Cathedral of	Russell Herman St. Cook Hazel Yee Ching Connie Elizabeth Yuk Han Moribe Wharton Sophia Grace Hitomi Wharton Frances Lee Officer Grace Kimiko Fukuda Laurabelle Maze Butler Hartwell Hewahewaokalani Lee Loy Iris May Chang Man Ronald Mutsunobu Fujikake Matthew Glen Moribe Paul Harrison Keaweopala Thurston Paulie Keakealani Jennings Michelle M. Yamasaki
St. Augustine's Episcopal Church (Kohala Episcopal Mission)	No report submitted
St. Christopher, The Parish Church of	Terry Werning Ellen Libby Jane Scholes
St. Clement, The Parish of	Leona Nani Tami Moir Martha Taylor Roach Kehaulani Kali Berquist Hazel Milnor Lorie Piore
St. Elizabeth's Episcopal Church	Suichi Nakamura Winifred Masako Kaaihue Francis Yuki Tominaga Harold Rikio Abe Francis Raymond Yew Tong Kau Myrna On Yee Tsubota Betty Fumiko Awakuni Wayne S. Pacupac Betty Loo Wong
St. James' Episcopal Church	Veronica Yadao Ruth Lee JoAnn Conley Caridad Rufo Joe Jacinto Ignacio Clinton Pawai
St. John the Baptist Episcopal Church	No names to report

St. John's, The Parish of (Kula)	Paula Avon Hoit Louise Anna Corpuz Paul Hume "Fingers" Martin
St. John's By-the-Sea	William Bill Fay Ruth S. Lucas Patricia Lanikapu Lambert
St. Jude's Episcopal Mission	No names to report
St. Luke's Episcopal Church	No names to report
St. Mark's Episcopal Church	Kevin Aimoto Shirley Sing
St. Mary's Episcopal Church	George Saochi Nakamura Kimiko Kuwahara Ohtani Jane Teruyo Oki Tin Joe Albert Pang Bernice En Yuen Liu Tawarahara Debbie Noelani Turgeon Annabelle Theresa Kamoku Yamaguchi
St. Matthew's Episcopal Church	No report submitted
St. Michael and All Angels Church	Jean Bartolo Don Baker
St. Nicholas Episcopal Church	No names to report

St. Paul's Episcopal Church

Christina M. Tabladillo  
Placida Campos Paguirigan  
Gregorio P. Paguirigan  
Jimmy Calamaan Coloma  
Gloria Guzman Agonoy  
Feliza Pedro Acio  
Anastacia Aceret Lacuesta  
Dolores Abes Agustin  
Roberto Cabatic  
Librada Butay Batacan  
Jorge Acoba Rivera  
Inocencia Corpuz Coloma  
Joeme Pagatpatan Pascua  
Ma. Corazon Ulep Agustin  
Mariano Ulep Ulep  
Maureen Etsuyo Nishida  
Macaria Gumayagay Alcantara

St. Peter's, The Parish of

Shuk Sim Yuen Fung  
John Toshio Inouye  
Donald Tze-Lim Wong  
Laura Mau Young  
Gerald "Jerry" Hung Seong Chun  
Evelyn Yaeko Hirokawa  
Theodora Tyau Luke  
Lynda Ching Pang  
Vivian Sau Look Dang  
Mew Choy Wong  
Lawrence Jun Hee Lee  
Webster Mee How Tom  
Dorothea Wei Fong Inn  
En Chau Harriet Chang  
Barbara Kim Fung Chung  
Alfred See Lung Yuen

St. Stephen's Episcopal Church

No report submitted

St. Timothy's Episcopal Church

Carol Amaki  
Venancio "Pete" Lasquite  
Julia Fukumoto  
Lee Ann Domingo

Trinity Episcopal Church By-the-Sea

Michael Masao Murata  
Phelps Ridpath Gose  
Richard Joseph Zipf

West Kaua'i, Episcopal Church on

Elaine Nobuko Hirano  
Carol Almeta Warden

Clergy of the Diocese of Hawai'i

The Rev. Thomas Van Culin  
The Rev. Richard Cromwell  
The Rev. Cn. Malcolm Chun

## Attachment 27: Courtesy Resolutions

RESOLVED, that this the 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 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 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Canon Robert Kealamokihana 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 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the staff of the Cathedral of St. Andrew, St. Paul's Church, and St. Andrew's Schools for their assistance with the Annual Meeting;

RESOLVED, that this the 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to Mr. Eric Johnson and the staff of the Honolulu Theater for Youth for their assistance with the Annual Meeting;

RESOLVED, that this the 51<sup>st</sup> 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 Diocesan Support Center;

RESOLVED, that this the 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its profound gratitude and deep appreciation to the Chancellor, Mr. Wayne Yoshigai; to the Vice Chancellor, Mr. Kevin Herring; to the Chancellor Emeritus, Mr. Jack Lockwood; and to the Chancellor Emerita, Ms. Martha Im, for their faithful service to and care of this Diocese;

RESOLVED, that this the 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> 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 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i express its deep appreciation to the members of the Diocesan Support Center: Mr. Danny Casey, Ms. Rae Costa, Ms. Denise Esposito, the Rev. Cn. Alexander Graham, and Mr. Sonny Liu 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 51<sup>st</sup> 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 Contrator for the Diocese;

RESOLVED, that this the 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Rev. Jay Sidebotham for his presentation at this year’s Education Day and for serving as our Chaplain at this Annual Meeting;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 51<sup>st</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i.



## Attachment 28: Teller's Report

### First Ballot

Ballot GC-C1: General Convention – Clergy Deputies. 174 ballots received. 1 blank ballot. 173 votes cast. 0 illegal ballots. 87 votes necessary for election. Diana Akiyama 75 votes. Randy Albano 35 votes. Jazzy Bostock 74 votes. Steven Costa 63 votes. Kate Cullinane 34 votes. David Gierlach 55 votes. Kerith Harding 42 votes. Keleawe Hee 56 votes. Daniel Leatherman 34 votes. Paul Lillie 41 votes. Annalise Pasalo 80 votes. Irene Tanabe 25 votes. John Hau'oli Tomoso 56 votes. No one elected.

Ballot GC-L1: General Convention – Lay Deputies. 174 ballots received. 4 blank ballots. 170 votes cast. 1 illegal ballots. 86 votes necessary for election. Kim Arakawa 120 votes. Mary Carpenter 70 votes. John Decker 82 votes. Faye Hee 82 votes. Ryan Kusumoto 105 votes. Willis Moore 41 votes. Dominique Cami Pascua 75 votes. Stanley Yon 70 votes. Kim Arakawa and Ryan Kusumoto elected.

Ballot A-1: Diocesan Council—Clergy At-Large for a Three-Year Term. 174 ballots received. 4 blank ballots. 170 votes cast. 0 illegal ballots. 86 votes necessary for election. Kerith Harding 113 votes. Mark Haworth 115 votes. Preston Lentz 100 votes. Kerith Harding and Mark Haworth elected.

Ballot B-1: Diocesan Council—Lay At-Large for a Three-Year Term. 174 ballots received. 6 blank ballots. 168 votes cast. 1 illegal ballot. 85 votes necessary for election. Anton Anderssen 76 votes. Trip Lynch 91 votes. Trip Lynch elected.

Ballot C-1: Diocesan Council—Lay Maui County for a Three-Year Term. 174 ballots received. 4 blank ballots. 170 votes cast. 1 illegal ballots. 86 votes necessary for election. Kekuhaupio Akana 169 votes. Kekuhaupio Akana elected.

Ballot D-1: Standing Committee – Clergy At-Large for a Four-Year term. 174 ballots received. 2 blank ballots. 172 votes cast. 18 illegal ballots. 87 votes necessary for election. Daniel Leatherman 154 votes. Daniel Leatherman elected.

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 174 ballots received. 3 blank ballots. 171 votes cast. 44 illegal ballots. 86 votes necessary for election. Frances Kramer 35 votes. Stanley Yon 42 votes. John Decker 50 votes. No one elected.

Ballot F-1: Cathedral Chapter—Clergy At-Large for a Two-Year Term. 174 ballots received. 3 blank ballots. 171 votes cast. 1 illegal ballot. 86 votes necessary for election. Heather Patton-Graham 170 votes. Heather Patton-Graham elected.

Ballot G-1: Cathedral Chapter—Lay At-Large for a Two-Year Term. 174 ballots received. 12 blank ballots. 164 votes cast. 3 illegal ballots. 83 votes necessary for election. John Schamber 159 votes. John Schamber elected.

Ballot H-1: Secretary for a One-Year Term. 174 ballots received. 5 blank ballots. 169 votes cast. 1 illegal ballot. 85 votes necessary for election. Annalise Pasalo 168 votes. Annalise Pasalo elected.

**Ballot I-1. Confirmation by the Convention**

174 ballots received. 1 blank ballot. 173 votes cast. 1 illegal ballot. 87 votes necessary for appointment.

- Wayne Yoshigai, Chancellor: 165 votes.
- Kevin Herring, Vice Chancellor: 167 votes.
- Stuart Ching, Historiographer: 168 votes.
- Rae Costa, Registrar: 170 votes.
- Bruce DeGooyer, Commission on Ministry – Clergy (4 years): 155 votes.
- Heather Hill, Disciplinary Board – Clergy (3 years): 164 votes.
- Kerith Harding, Disciplinary Board – Clergy (2 years): 168 votes.
- Scott Suzuki-Jones, Disciplinary Board – Lay (3 years): 166 votes.

All Appointments confirmed.

**Second Ballot**

Bishop Fitzpatrick called for the Elections Chair, Caren Chun-Esaki, to proceed with balloting for

- Ballot GC-C1: General Convention—Clergy Deputies.
- Ballot GC-L1: General Convention—Lay Deputies.
- Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term.

Ballot GC-C1: General Convention—Clergy Deputies. 165 ballots received. 1 blank ballot. 164 votes cast. 1 illegal ballot. 83 votes necessary for election. Diana Akiyama 81 votes. Randy Albano 31 votes. Jazzy Bostock 87 votes. Steven Costa 70 votes. Kate Cullinane 19 votes. David Gierlach 48 votes. Kerith Harding 40 votes. Keleawe Hee 42 votes. Daniel Leatherman 37 votes. Paul Lillie 38 votes. Annalise Pasalo 88 votes. Irene Tanabe 19 votes. John Hau‘oli Tomoso 50 votes. Jazzy Bostock and Annalise Pasalo elected.

Ballot GC-L1: General Convention—Lay Deputies. 165 ballots received. 0 blank ballots. 165 votes cast. 1 illegal ballots. 83 votes necessary for election. Mary Carpenter 59 votes. John Decker 81 votes. Faye Hee 68 votes. Willis Moore 75 votes. Dominique Cami Pascua 44 votes. Stanley Yon 49 votes. No one elected.

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 165 ballots received. 4 blank ballots. 161 votes cast. 4 illegal ballots. 81 votes necessary for election. Frances Kramer 49 votes. Stanley Yon 46 votes. John Decker 62 votes. No one elected.

**Third Ballot**

Bishop Fitzpatrick then called for balloting for:

- Ballot GC-C1: General Convention—Clergy Deputies.
- Ballot GC-L1: General Convention—Lay Deputies.

- Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term.

Ballot GC-C1: General Convention—Clergy Deputies. 162 ballots received. 2 blank ballots. 160 votes cast. 0 illegal ballots. Plurality necessary for election. Diana Akiyama 73 votes. Randy Albano 11 votes. Steven Costa 58 votes. Kate Cullinane 8 votes. David Gierlach 30 votes. Kerith Harding 18 votes. Keleawe Hee 28 votes. Daniel Leatherman 16 votes. Paul Lillie 35 votes. Irene Tanabe 5 votes. John Hau‘oli Tomoso 33 votes. Diana Akiyama and Steven Costa elected.

Ballot GC-L1: General Convention—Lay Deputies. 162 ballots received. 1 blank ballot. 161 votes cast. 0 illegal ballots. Plurality necessary for election. Mary Carpenter 56 votes. John Decker 86 votes. Faye Hee 60 votes. Willis Moore 38 votes. Dominique Cami Pascua 28 votes. Stanley Yon 48 votes. John Decker and Faye Hee elected.

Ballot E-1: Standing Committee—Lay At-Large for a Four-Year Term. 158 ballots received. 1 blank ballot. 157 votes cast. 2 illegal ballots. Plurality necessary for election. Frances Kramer 45 votes. Stanley Yon 33 votes. John Decker 77 votes. John Decker elected.

## **Resolutions**

**Consideration of Resolution #1:** *2020 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i*

**Resolution #1 was adopted.**

**Consideration of Resolution #2:** *Combating the Development of Racism in Children*  
**Adopted as amended.**

**Consideration of Resolution #3:** *Changes to the Constitution*  
**The resolution was adopted.**

**Consideration of Resolution #4:** *Changes to the Canons*  
**Action on Resolution #4 was tabled until 2020.**

