

***JOURNAL OF THE 36th ANNUAL MEETING OF
THE CONVENTION
THE EPISCOPAL CHURCH IN HAWAII***



St. Andrew's Cathedral
Honolulu, Hawai'i
October 29-30, 2004

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

ORGANIZATION OF THE EPISCOPAL CHURCH

Presiding Bishop	The Most Reverend Frank T. Griswold
Episcopal Church Center Office	815 Second Avenue New York, New York 10017
The Presiding Bishop's Official Seat	National Cathedral of St. Peter and St. Paul Washington, D.C.
Province VIII President	The Right Reverend Harry Bainbridge

DIOCESE OF HAWAII DIRECTORY

(Province VIII)

Bishop	The Right Reverend Richard S.O. Chang
Canon Missioner	The Rev. Canon Robert L. Fitzpatrick
Treasurer	Mr. Peter Pereira
Communications and Development Officer	Ms. Sarah Moore
Chancellor	John A. Lockwood, Esq.
Vice Chancellor	Walter Beh II, Esq.
Deputy Vice Chancellor	Reid Nakamura, Esq.
Deputy Vice Chancellor	Wayne S. Yoshigai, Esq.
Deputy Vice Chancellor	Ray Kamikawa, Esq.
Hawaiian Church Chronicle	Ms. Sarah Moore
Episcopal Church Women	Ms. Joyce Kim
Head, St. Andrew's Priory	Ms. Marilyn Matsunaga
Office of the Bishop	229 Queen Emma Square, Honolulu HI 96813
Telephone	(808) 536-7776
Fax	(808) 538-7194
Diocesan Website	www.episcopalhawaii.org

STANDING COMMITTEE

(Expiration of Term)

The Rev. David Kennedy, President
Mrs. Cynthia Salley, Secretary

The Rev. B. Cass Bailey	2004	Mrs. Linda Sproat	2004
The Rev. Darrow Aiona	2005	Mrs. Cynthia Salley	2005
The Rev. David Kennedy	2006	Mrs. Mary Schulz	2006
The Rev. Liz Zivanov	2007	Mr. John Decker	2007

Newly Elected

The Rev. David Moore	2008	Mr. Keane Akao	2008
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DIOCESAN COUNCIL

(Expiration of Term)

The Right Rev. Richard S.O. Chang, President
The Rev. Anthony Litwinski, Vice President
Mr. Peter C. Pereira, Treasurer
Mr. K. Peter Lee, Secretary
The Rev. Alison M. Dingley, Assistant Treasurer
Ms. Carol Connell, Assistant Secretary

**Congregational Transformation
And Evangelism Department**

Ms. Lynne Reynolds, Chair	2005
The Rev. Randy Albano	2006
Ms. Carol Connell	2005
Mr. Wallace "Bud" Doty	2005
Ms. Rhoda Hackler	2006
Mr. John Hawkins	2006
Ms. Leslie Isaki	2006
Mr. K. Peter Lee	2004
The Rev. Anthony Litwinski	2005
Mr. Willis Moore	2006
Ms. Nancy Tourk	2005

**Justice, Peace and Partnerships
Department**

The Rev. Walter Stevens, Chair	2004
The Rev. Teresa Bowden	2004
The Rev. Alison Dingley	2005
Mr. Richard Gerage	2006
Mr. Duane Leach	2006
Ms. Relda Loomis	2004
Ms. Nancy Rowe	2006
Mr. Richard Schulz	2004

Resource Development Department

The Rev. Alison Dingley, Chair	2005
Mr. Keane Akao	2004
Mr. K. Peter Lee	2004
The Rev. Anthony Litwinski	2005
Ms. Nancy Rowe	2006
The Rev. Hollis Wright	2006

Youth and Young Adults Department

Ms. Darlene Zarker, Chair	2004
Mr. Keane Akao	2004
Mr. Frank Embree	2005
Mr. Roger Evangelista	2004
Ms. Lynn Ho	2005
Mr. Bill Lucas	2006
The Rev. Hollis Wright	2006

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Newly Elected

Ms. Cynthia Foltz	2007	The Rev. William Allport	2007
Ms. Cecilia Fordham	2007	The Rev. Teresa Bowden	2007
Mr. Lot Lau	2007		
Mr. Nelson Secretario	2007		
Mr. William Watkins	2007		

Section II
Journal of Proceedings

JOURNAL OF PROCEEDINGS

Friday, October 29, 2004

WELCOME AND CALL TO ORDER: Bishop Chang welcomed the clergy, delegates, and guests. The annual meeting was called to order at 1:00 p.m. in Tenney Theatre. Bishop Chang announced that a labor action, scheduled to be a one-day event, was taking place at the Sheraton Waikiki Hotel. Hotel management assured that all clients will be served on Saturday, October 30. Informational picket lines are stationed at the service entrance and are intended for employees only. A report on the situation will be made when more information is available. The convention will make the decision whether or not to meet at the Sheraton Waikiki on Saturday as scheduled.

The Bishop also asked that all cell phones, pagers and other electronic devices be turned off.

QUORUM REPORT FROM THE CREDENTIALS COMMITTEE: Bishop Chang, President, called on the Chair of the Credentials Committee, Karen Sender, for a quorum report. Ms. Sender reported that 27 of the 80 canonically resident and domiciled clergy constitutes a quorum in the clerical order, and that 81 of the 160 lay delegates constitutes a quorum in the lay order. There being 47 clergy and 106 lay delegates registered, a quorum is established and present for the transaction of business.

Bishop Chang declared the Convention duly constituted and open and ready for business.

Report from the Credentials Committee Regarding Congregations that had not paid their assessments in full by January 15, 2004. Ms. Sender presented the following motion, and moved its adoption:

BE IT RESOLVED, that the members of the lay delegation from the following parishes, such parishes now having paid in full its assessment for the fiscal year 2003, be admitted to seats and votes in this Annual Meeting of the Convention: Holy Innocents, St. Elizabeth's

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

Report from the Credentials Committee regarding congregations that had not paid their 2003 assessments in full by January 15, 2004 and still have not done so. Ms. Sender presented the following motion, as recommended by Diocesan Council, and moved its adoption:

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

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

Ms. Sender reported that, with the addition of Holy Innocents, St. Elizabeth's, and Christ Memorial, now duly seated, the revised lay quorum is 86 of the 171 lay delegates, with 113 lay delegates present.

INTRODUCTION OF GUESTS: Bishop Chang introduced the following guests who were presented with lei:

Retiring Clergy:

The Rev. Robert DeWolfe, Good Samaritan Episcopal Church

Clergy New to the Diocese:

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The Rev. T. James Bethell (Anne), St. Michael and All Angels Episcopal Church
The Rev. Mary Lindquist (Kurt Johnson), The Episcopal Church on West Kauai
The Rev. William Allport (Carrie), St. Peter's Episcopal Church
The Rev. Timothy Sexton (Barbara), Cathedral of St. Andrew

Licensed/Visiting Clergy

The Rev. Jodene Hawkins (Kit), Priest-in-Charge, St. Elizabeth's Episcopal Church
The Rev. Rolando Piso, St. Paul's

Evangelical Lutheran Church in America Clergy

The Rev. John Moody

New Member of the Staff

Edith Vargas, Management Information Services Clerk

Jack Lockwood, Chancellor, was also introduced.

The Rev. John Holmes was congratulated on the occasion of his birthday.

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

Licensed Clergy

The Rev. T. James Bethell
The Rev. Jodene Hawkins
The Rev. Rolando Piso

Lay Members of Diocesan Council who are not Delegates

Keane Akao	John Hawkins
Carol Connell	Leslie Isaki
Frank Embree	Willis Moore
Rogelio Evangelista	Nancy Rowe
Richard Gerage	Nancy Tourk
Rhoda Hackler	Darlene Zarker

Lay Member of Standing Committee who is not a Delegate:

John Decker

Communications and Development Officer:

Sarah Moore

Chair of the Compensation Review Committee:

Lee Carson

Members of the Strategic Planning Task Force:

John Condrey	Barbara Lei Kalipi
The Rev. Joseph Carr	Alfredo Evangelist
Brent Mitzutani	The Rev. Elizabeth Zivanov
Berry Hirozawa	William Watkins

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

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ANNOUNCEMENT OF APPOINTMENTS TO COMMITTEES OF THE CONVENTION: The President called on the Rev. Morley Frech, the Chair of the Committee on the Dispatch of Business. Fr. Frech announced the appointments to the Committees of Convention as printed in the Convention packets, and moved its acceptance. The motion, requiring no second, carried by voice vote.
[Refer to Attachment A.](#)

ADOPTION OF THE AGENDA: Fr. Frech moved the adoption of the agenda as circulated. The motion, requiring no second, carried by voice vote. [Refer to Attachment B.](#)

REPORT OF THE NOMINATIONS COMMITTEE: The President called on Al Adams, Chair of the Nominations Committee. Mr. Adams reported that the following individuals had been nominated:

Deputy to the General Convention, Clerical Order (four to be elected):

The Rev. Darrow L.K. Aiona, St. Mark's Church
The Rev. Carol M. Arney, Christ Church
The Rev. C.S. Honey Becker, Cathedral of St. Andrew
The Rev. Alison M. Dingley, St. Stephen's Church
The Rev. Robert L. Fitzpatrick, St. Luke's Church
The Rev. Morley E. Frech, Jr, Trinity By-the-Sea
The Rev. David K. Kennedy, Cathedral of St. Andrew
The Rev. Heather E. Mueller-Fitch, St. John, Kula
The Rev. Elizabeth Zivanov, Parish of St. Clement

There being no further nominations, the nominations for Deputy to the General Convention, Clerical Order, were closed.

Deputy to the General Convention, Lay Order (four to be elected)

Mr. Keane Akao, Parish of St. Clement
Ms. Beverly M. Amjadi, Parish of St. Clement
Dr. John A. Decker, Church of the Good Shepherd
Mr. Raymond Gandy, Jr, St. Christopher's Church
Ms. Bettye Jo Harris, St. Christopher's Church
Mr. Ryan Kusumoto, Church of the Epiphany
Ms. Pamela M. McCoy, Parish of St. Clement
Mr. Christopher L. Parsons, St. Nicholas
Mr. Nelson Secretario, St. Michael and All Angels
Ms. Cynthia M. Salley, St. Jude

There being no further nominations, the nominations for Deputy to the General Convention, Lay Order, were closed.

Diocesan Council, Lay Order At-Large (five to be elected for a three-year term):

Ms. Louise A. Corpuz, St. John's, Kula
Ms. Cynthia S. Foltz, Church of the Good Shepherd
Ms. Cecilia Fordham, Parish of St. Clement
Mr. Raymond E. Gandy, Jr., St. Christopher's Church
Mr. Lot T. Lau, St. John's By-the-Sea
Ms. Catherine A. McPherson, Church of the Holy Apostles
Mr. Arthur M Saiki, St. Christopher's Church
Mr. Nelson J. Secretario, St. Michael and All Angels
Mr. William Watkins, St. Christopher's Church

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There being no further nominations, the nominations for Diocesan Council At-Large, Lay Order, were closed.

Diocesan Council, Clerical Order At-Large (two to be elected for a three-year term):

The Rev. William Allport, St. Peter's Church
The Rev. Teresa Bowden, Holy Cross

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

Diocesan Council Regional Representatives

Maui Region: Pete Peterson, St. John's, Kula
West O'ahu Region: John Bernhard, St. George's

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

The Rev. Dr. David C. Moore, St. Alban's Chapel

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

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

Mr. Keane Akao, Parish of St. Clement
Mr. Jay Womack, Parish of St. Clement

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

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

The Rev. John Connell, St. George's Church

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

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

Anna Derby Blackwell, Parish of St. Clement

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

Ecclesiastical Trial Court, Lay Order (one to be elected for a five-year term):

Mr. Elsbeth B. McKeen, Cathedral of St. Andrew
Ms. Kathleen A Norris, Parish of St. Clement

There being no further nominations, the nominations for Ecclesiastical Trial Court, Lay Order, were closed.

Ecclesiastical Trial Court, Clerical Order (one to be elected for a four-year term):

The Rev. Hollis Maxson, Church of the Holy Nativity

There being no further nominations, the nominations for Ecclesiastical Trial Court, Clerical Order, were closed.

Secretary of Convention:

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

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

All nominees present were introduced to the members of Convention.

INTRODUCTION OF THE ECCLESIASTICAL AUTHORITY APPOINTEES: Mr. Adams announced that the following appointees require confirmation by a majority vote of the Convention and will appear on a ballot:

Chancellor:	Mr. John A. Lockwood
Vice-chancellor:	Mr. Walter Beh, II
Historiographer:	Mr. Stuart Ching
Registrar:	Mrs. Jan Horimoto

Commission on Ministry (one in each order for a four-year term):
Mrs. Lee Carson, Emmanuel (lay)
The Rev. Timothy Sexton, Cathedral of St. Andrew (clergy)

Commission on Episcopal Schools (two for a two-year term):
Mrs. Elizabeth Barry, St. Christopher's Church
Mrs. Bonnie Town, Parish of St. Clement

Diocesan Compensation Review Committee (one in each order for a three-year term):
Mr. Austin Nako, Church of the Holy Nativity (lay)
The Rev. William Allport, St. Peter's (clergy)

FIRST BALLOT FOR ELECTIVE POSITIONS AND CONFIRMATION OF BISHOP'S APPOINTMENTS: The President called on Mr. Jim Jordan, Chair of the Elections Committee. Mr. Jordan described the procedures for voting using the new machine-count ballots and introduced the floor tellers and counters.

Floor tellers:

Colleen Hughes	Susan Lee
Emilie Nachtigall	Dick Schulz
Danielle Valhuerdi	Dan Dingers
Melody Milbrand	Elysse Sato
Bruce Simmerman	Lester Traje

Counters:

Nancy Minuth, Chief	James Hanano
Sandy Souza	J.R. Pasalo
Ervin Pasalo	Fred Smith
Ashley Acidera	Kelly Cazinha
Vonne Lee	Roxanne Ramones
Brody Santiago	Scott Simmerman.

The first four-part ballot was distributed and, at 1:45 p.m., the Chair instructed the members to begin voting. At 2: 15 p.m., the President announced that the polls were closed. The ballots were collected and taken to a separate room to be counted.

ADOPTION OF SPECIAL ORDERS OF BUSINESS: The President called on the Rev. Morley Frech, Chair of the Dispatch of Business Committee, who, on behalf of the committee, moved adoption of Special Orders of Business as follows:

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1. Camp Mokule`ia Report, Friday afternoon immediately following the first ballot, 10 minutes
2. Strategic Planning Task Force Report, Friday, 4:30 p.m., one hour
3. Report of Maui E Komo Mai Task Force, Saturday, 9:20 a.m., 10 minutes
4. Response to the Bishop's Address Committee, Saturday, 10:00 a.m., 10 minutes

CAMP MOKULE`IA REPORT - SPECIAL ORDER OF BUSINESS #1: The President called on William Lucas, President of the Camp Board. Mr. Lucas recognized the members of the Board of Directors of the Camp. Mr. Lucas aired a video presentation on the Camp. The presentation will be available on the diocesan website.

RESOLUTIONS RECEIVED FOR REFERRAL: The President called on the Rev. Patton Boyle, Chair of the Resolutions Committee. Fr. Boyle asked for any additional resolutions to be placed for consideration. There being none, Fr. Boyle announced that Resolution #21 had been received after the deadline for automatic consideration. Fr. Boyle moved that Resolution #21, Re-establishing and Funding the Campus Missioner Position and Operating MacCray Center part-time in 2005, be considered by the Annual Meeting. The motion, requiring no second, carried by voice vote.

Fr. Boyle announced referral of resolutions to the following committees or departments for recommendations:

- #1 2005 Clergy Compensation and Benefits Policy of the Episcopal Church in Hawai`i – referred to the Resource Development Department
- #2 Task Force on Clergy Recruitment, Retention and Professional Development – referred to the Commission on Ministry
- #3 Retitling Makule E Akamai Award – referred to the Justice, Peace and Partnerships Department
- #4 Funding and Formation of Future Priests – referred to the Standing Committee
- #5 Requirement that Hawai`i Diocesan Actions be Consistent with Scripture – referred to the Resolutions Committee
- #6 Requirement that all Teachings by Bishops and Clergy be Consistent with Scripture – referred to the Standing Committee. Withdrawn by the author on August 31, 2004.
- #7 Stewardship: Holy Habits – referred to the Stewardship Commission
- #8 Task Force to Amend the Diocesan Canons to Encourage Mission and Accountability – referred to the Committee on Constitution and Canons
- #9 The Congregational Health and Growth Commission be Charged to Produce a Report on the Vitality and Viability of all the Congregations in the Diocese – referred to the Congregational Transformation and Evangelism Department
- #10 Millennium Development Goals Fund – referred to the Justice, Peace and Partnerships Department
- #11 Affirmation of the Work of TENS, the Episcopal Network for Stewardship – referred to the Resource Development Department
- #12 Peace Making in the Midst of Conflict – referred to the Resolutions Committee
- #13 The Amendment of Canon 13. Diocesan Council and the Repeal of Canon 13 A. Regions – referred to the Committee on Constitution and Canons
- #14 Accept the Report of the Strategic Planning Task Force and Adopt the Goals – referred to the Congregational Transformation and Evangelism Department
- #15 Evaluate and Implement the “Plans” to Achieve the Goals in the Report of the Strategic Planning Task Force – referred to the Congregational Transformation and Evangelism Department
- #16 The Goals and the 2006 Budget – referred to the Resource Development Department
- #17 Reports by the Diocesan Council on Implementation of the Goals and Plans in the Report of the Strategic Planning Task Force Entitled “Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i - referred to the Congregational Transformation and Evangelism Department

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- #18 Report on the Confirmation of the Bishop of New Hampshire – referred to the Standing Committee
- #19 For the Expurgation of Objectionable Passages from Holy Scripture, or the Amendment of the Book of Common Prayer for Use in our Diocese – referred to the Standing Committee. Withdrawn by the author.
- #20 Late Charge for Delinquent Assessment and Other Obligations – referred to the Committee on Constitution and Canons
- #21 Re-establishing and Funding the Campus Missioner Position and Operating MacCray Center part-time in 2005 – referred to the Youth and Young Adult Department

TREASURER’S REPORT: The President called on, Fr. Morley Frech, Chair of the Committee on Dispatch of Business, who moved adoption of the Treasurer’s report by title. The motion, requiring no second, carried by voice vote. [Refer to Attachment C.](#)

RECESS: Bishop Chang declared the Convention in recess at 2:42 p.m.

RECONVENE: The President called the annual meeting of the Convention back to order at 3:00 p.m.

2005 CLERGY COMPENSATION AND BENEFITS POLICY OF THE EPISCOPAL CHURCH IN HAWAII - RESOLUTION #1: The President called on Mrs. Lee Carson, Chair of the Diocesan Compensation Review Committee to present Resolution #1. Mrs. Carson moved adoption of the Resolution as presented. The motion, requiring no second, carried. Resolution #1 was adopted as presented. [Refer to Attachment D.](#)

PRESENTATION OF THE 2005 DIOCESAN BUDGET: The President called on the Rev. Alison Dingley, Chair of the Resource Development Department, who moved adoption of the budget as presented. The Bishop also recognized additional resources persons available for discussion of the budget:

Lee Carson	Compensation Review Commission
Peter Pereira	Treasurer
The Rev. Bob Fitzpatrick	Canon to the Ordinary
Lynne Reynolds	Congregational Transformation and Evangelism Department
The Rev. Walter Stevens	Justice, Peace and Partnerships Department
The Rev. Hollis Wright	Youth and Young Adults Department

CONSIDERATION OF RESOLUTIONS TO BE CONSIDERED AS AMENDMENTS TO THE BUDGET

MILLENNIUM DEVELOPMENT GOALS FUND – RESOLUTION #10 The President called on Mr. Duane Leach, Chair of the Justice, Peace and Partnerships Department. Mr. Leach reported that the Department recommends approval of Resolution #10 and moved adoption of the Resolution as presented. The resolution does not change the budget line items, but directs the Justice, Peace and Partnerships Department to allocate funds to projects consistent with the Millennium Development Goals. The motion, requiring no second, carried. Resolution #10 was adopted as presented. [Refer to Attachment E.](#)

RE-ESTABLISHING AND FUNDING THE CAMPUS MISSIONER POSITION AND OPERATING MACCRAY CENTER PART-TIME IN 2005 – RESOLUTION #21 The President called on the Rev. Hollis Wright and Mr. William Lucas, Co-Chairs of the Youth and Young Adult Department. The Department recommended that the resolution be rejected. The author of the resolution moved to withdraw the resolution. Motion carried. Resolution #21 was withdrawn from consideration. [Refer to Attachment F.](#)

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A motion to amend the budget, seconded, was presented to strike the \$2,000 line item “Ecumenical/Interfaith Relationships” from the Justice, Peace and Partnerships budget. Motion to amend the budget defeated.

The Youth and Young Adult Department responded to a request for clarification of line items in its budget.

The 2005 Budget was adopted as presented. [Refer to Attachment G.](#)

TASK FORCE ON CLERGY RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT – RESOLUTION #2 The President called on the Rev. Liz Beasley, Chair of the Commission on Ministry who moved for adoption of the resolution as presented. The motion, requiring no second, carried. Resolution #2 was adopted. [Refer to Attachment H.](#)

RETITLING MAKULE E AKAMAI AWARD – RESOLUTION #3 The President called on Mr. Duane Leach, Chair of the Justice, Peace and Partnerships Department. Mr. Leach reported that the department recommended rejection of the resolution. The Rev. Darrow Aiona moved to amend the resolution by replacing “Makule” with “Kupuna” in the title of the resolution and that ‘E be deleted. Motion was seconded and the amendment carried. Emily Hawkins moved that “restrictions to one’s age” be stricken from the resolution. Motion was seconded and carried. The Rev. Hollis Maxson moved insertion of “to honor those” in the resolution. Motion was seconded and carried. Resolution #3 was adopted as amended. [Refer to Attachment I.](#)

FUNDING AND FORMATION OF FUTURE PRIESTS – RESOLUTION #4 The President called on the Rev. David Kennedy, President of the Standing Committee. The Standing Committee moved adoption of Substitute Resolution 4A. The motion, requiring no second, carried. Resolution 4A was adopted. [Refer to Attachment J.](#)

ANNOUNCEMENTS:

Susan Hayes provided information on the dinner and the serving process. The members were reminded that Eucharist would be held in the cathedral at 7:00 p.m. Bishop Chang provided an update on the labor action at the Sheraton Hotel, confirming that the job action was intended to only be held for only 24 hours, was for informational purposes only. No picket lines were posted at customer entrances.

STRATEGIC PLANNING TASK FORCE REPORT - SPECIAL ORDER OF BUSINESS #2:

Members of the Strategic Planning Task Force presented the report and responded to questions about the plan. Mr. William Watkins, Chair of the Strategic Planning Task Force, announced that additional copies of the Strategic Plan would be available at the back of the Cathedral after the Eucharist.

The President turned the chair over to the Rev. David Kennedy, President of the Standing Committee at 4:35 p.m. in order to confirm arrangements with the Sheraton Waikiki Hotel for the Saturday session. The President returned to the chair at 4:45 p.m.

ANNOUNCEMENTS:

A limited number of copies of the Bishop’s Address will also be available at the back of the Cathedral after the Eucharist. [Refer to Attachment K.](#)

Forty young people from around the diocese will be present on Saturday to assist as pages, tellers and in other ways as asked. Please welcome them.

RECESS: Bishop Chang declared the Convention in recess until 9:00 a.m. Saturday morning at the Sheraton Waikiki Hotel.

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DINNER RECEPTION: A dinner reception was held on the grounds of the cathedral following recess.

Saturday, October 30, 2004

Morning worship and Bible sharing were held at the Sheraton Waikiki Hotel.

RECONVENE: The President called the annual meeting of the Convention back to order at 9:10 a.m.

MAUI E KOMO MAI TASK FORCE REPORT - SPECIAL ORDER OF BUSINESS #2: The President called on members of the Maui E Komo Mai Task Force who presented an invitation to the Annual Meeting of Convention 2005 on the island of Maui.

REPORT ON THE FIRST BALLOT: The President called on Mr. Jim Jordan, Chair of the Elections Committee, to report the results of the first ballot. The results were as follows:

General Convention Deputy, clerical order: The Rev. Robert Fitzpatrick and Rev. Darrow Aiona elected.

General Convention Deputy, Lay Order: Ryan Kusumoto and Keane Akao elected.

Standing Committee, Clerical Order: The Rev. David Moore elected.

Standing Committee, Lay Order: Keane Akao elected.

Cathedral Chapter, Clerical Order: The Rev. John Connell elected.

Cathedral Chapter, Lay Order: Anna Blackwell elected.

Ecclesiastical Trial Court, Clerical Order: The Rev. Hollis Maxson elected.

Ecclesiastical Trial Court, Lay Order: Kathleen Norris elected.

Secretary of Convention: The Rev. Morley Frech elected.

Diocesan Council, Clerical Order: The Rev. William Allport and the Rev. Teresa Bowden elected.

Diocesan Council, Lay Order: Cynthia Foltz, Cecilia Fordham and Lot Lau elected.

Diocesan Council, Maui Region: Pete Peterson elected.

Diocesan Council, West Oahu Region: John Bernhart elected.

All of the Ecclesiastical Authority appointees were confirmed.

A second ballot was required.

SECOND BALLOT FOR ELECTIVE POSITIONS: The President called on Mr. Jim Jordan, Chair of the Elections Committee. Mr. Jordan described the procedures for voting. The second ballot is for Deputies to the General Convention, clerical order and Deputies to the General Convention, lay order and Diocesan Council, lay order.

The ballots were distributed and, at 9:26 a.m., the Chair instructed the members begin voting. At 9:46 a.m. the President announced that the polls were closed. The ballots were collected and taken to a separate room to be counted.

CONFIRMATION OF ASSISTANT SECRETARY OF CONVENTION: The Rev. Morley Frech announced the appointment of Nancy Rowe as Assistant Secretary. The appointment was confirmed by the Convention.

ANNOUNCEMENTS: The President announced that members of the Standing Committee would meet during lunch for the organizational meeting and election of officers. The President also announced that he will send a notice to convene the ecclesiastical court to hold an organizational meeting and elect a presiding judge.

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RESPONSE TO THE BISHOP'S ADDRESS - SPECIAL ORDER OF BUSINESS #3: The President called on The Rev. Cass Bailey, Chair of the Committee on the Response to the Bishop's Address. Fr. Bailey introduced the Committee members: Russell Kallstrom, the Rev. Mary Lindquist, M'Liss Moore. [Refer to Attachment L.](#)

RETURN TO CONSIDERATION OF RESOLUTIONS:

REPORT ON THE CONFIRMATION OF THE BISHOP OF NEW HAMPSHIRE – RESOLUTION #18: The President called on The Rev. David Kennedy, President of the Standing Committee. Fr. Kennedy reported that the Standing Committee recommended that the resolution be discharged from further consideration. [Refer to Attachment M.](#)

RECESS: The President called the meeting in recess at 10:41 a.m.

RECONVENE: The President called the annual meeting back to order at 10:59 a.m.

REPORT ON THE SECOND BALLOT: The President called on Mr. Jim Jordan, Chair of the Elections Committee to report the results of the second ballot. Mr. Jordan reported that contamination of the second ballot was discovered and that a third ballot would be necessary.

The ballots were distributed and, at 11:01 a.m., the Chair instructed the members to begin voting. At 11:09 a.m. the President announced that the polls were closed. The ballots were collected and taken to a separate room to be counted.

RETURN TO CONSIDERATION OF RESOLUTION #18: Motion made and seconded that Resolution be recommitted to the Standing Committee with instructions that a Blessings Task Force be instructed to consider the questions addressed in the resolution. Motion failed. Return to consideration of Resolution #18. Motion to discharge from further consideration carried.

NOONDAY PRAYERS: Noonday prayers and the presentation of the Necrology followed. [Refer to Attachment N.](#)

RECESS FOR LUNCH: The Annual Meeting stood in recess for lunch at 12:02 p.m. Recipients of the Makule 'E Akamai awards were honored at the luncheon.

RECONVENE: The President called the annual meeting back to order at 1:30 p.m.

ANNOUNCEMENT OF STANDING COMMITTEE OFFICERS: The Rev. David Kennedy, outgoing President of the Standing Committee, announced the election of the incoming officers of the Standing Committee:

Cynthia Salley, President
John Decker, Secretary

REPORT ON THE THIRD BALLOT: The President called on Mr. Jim Jordan, Chair of the Elections Committee to report the results of the third ballot for Deputy to General Convention, Clerical Order and Deputy to General Convention, Lay Order. The number of votes for each candidate was reported. There was no election for Deputy to General Convention, Clerical Order and Deputy to General Convention, Lay Order on the third ballot. Pamela McCoy and Christopher Parsons withdrew from consideration on the fourth ballot. The Rev. David Kennedy withdrew from consideration on the fourth ballot.

JOURNAL OF THE 36th ANNUAL MEETING OF THE CONVENTION
THE EPISCOPAL CHURCH IN HAWAII

Mr. Jordan reported the results of the third ballot for Diocesan Council, Lay Order. The number of votes for each candidate was reported. There was no election for Diocesan Council, Lay Order on the third ballot. A fourth ballot was required.

The ballots were distributed, and at 1:40 p.m. the Chair instructed the member to begin voting. At 1:52 p.m. the President announced that the polls were closed. The ballots were collected and taken to a separate room to be counted.

RETURN TO CONSIDERATION OF RESOLUTIONS

The Rev. Morley Frech, Chair of the Committee on Dispatch of Business reminded the Convention of the Procedural Rules of Rules of Order adopted by Convention.

REQUIREMENT THAT HAWAII DIOCESAN ACTIONS BE CONSISTENT WITH

SCRIPTURE- RESOLUTION #5: The President called on the Rev. Patton Boyle, Chair of the Resolutions Committee, who reported that the committee recommended rejection of the resolution. A motion, seconded, was presented to postpone consideration of the resolution indefinitely. Motion to postpone consideration indefinitely carried. [Refer to Attachment O.](#)

PEACE MAKING IN THE MIDST OF CONFLICT - RESOLUTION #12: The President called on the Rev. Patton Boyle, Chair of the Resolutions Committee, who moved adoption of the resolution as presented. The motion, requiring no second, carried. [Refer to Attachment P.](#)

STEWARDSHIP: HOLY HABITS - RESOLUTION #7: The President called on Mary Schulz, Chair of the Stewardship Commission, who moved adoption as presented. A motion, seconded, to amend the resolution to delete “and signature” from the second resolved and delete the fourth resolved entirely was presented. The motion to amend the resolution carried. The resolution was adopted as amended. [Refer to Attachment Q.](#)

The Rev. Morley Frech, Chair of the Dispatch of Business Committee, moved to limit debate to two minutes per person and ten minutes per resolution. The motion, requiring no second, carried on voice vote.

TASK FORCE TO AMEND THE DIOCESAN CANONS TO ENCOURAGE MISSION AND

ACCOUNTABILITY - RESOLUTION #8: The President called on David Gierlach, Chair of the Committee on Constitution and Canons, who reported that the committee recommended rejection of the resolution. On a standing count the resolution was rejected. [Refer to Attachment R.](#)

ACCEPT THE REPORT OF THE STRATEGIC PLANNING TASK FORCE AND ADOPT THE

GOALS – RESOLUTION #14: The President called on Lynne Reynolds, Chair of the Congregational Transformation and Evangelism Department, who moved adoption of the resolution as presented. The motion, requiring no second, carried on voice vote. [Refer to Attachment S.](#)

EVALUATE AND IMPLEMENT THE “PLANS” TO ACHIEVE THE GOALS IN THE REPORT

OF THE STRATEGIC PLANNING TASK FORCE-RESOLUTION #15: The President called on Lynne Reynolds, Chair of the Congregational Transformation and Evangelism Department, who moved adoption as presented. The motion, requiring no second, carried on voice vote. [Refer to Attachment T.](#)

THE GOALS AND THE 2006 BUDGET-RESOLUTION #16:

The President called on the Rev. Alison Dingley, Chair of the Resource Development Department, who moved adoption of Substitute Resolution #16A. The motion, requiring no second, carried on voice vote. [Refer to Attachment U.](#)

REPORTS BY THE DIOCESAN COUNCIL ON IMPLEMENTATION OF THE GOALS AND PLANS OF THE REPORT OF THE STRATEGIC PLANNING TASK FORCE ENTITLED “CONVERSION, TRANSFORMATION, AND EVANGELISM: COMMUNICATING A NEW VISION FOR THE EPISCOPAL CHURCH IN HAWAII-RESOLUTION #17:

The President called on Lynne Reynolds, Chair of the Congregational Transformation and Evangelism Department, who moved adoption as presented. The motion, requiring no second, carried on voice vote.

[Refer to Attachment V.](#)

THE AMENDMENT OF CANON 13. DIOCESAN COUNCIL AND THE REPEAL OF CANON 13A. REGIONS-RESOLUTION #13:

The President called on David Gierlach, Chair of the Committee on Constitution and Canons, who reported that the committee recommended rejection of the resolution. A motion, seconded, to recommit the resolution to the Diocesan Council with a report to be given at the next Annual Meeting of Convention was presented. Motion to recommit carried on voice vote.

[Refer to Attachment W.](#)

REPORT ON THE FOURTH BALLOT: The President called on Mr. Jim Jordan, Chair of the Elections Committee to report the results of the fourth ballot for Deputy to General Convention, Clerical Order and Deputy to General Convention, Lay Order. Mr. Jordan reported the ballot results:

Deputy to General Convention, Clerical Order: The Rev. Elizabeth Zivanov and the Rev. Morley Frech elected.

Alternate deputies, Clerical Order are: The Rev. Alison Dingley, 1st Alternate; the Rev. Carol Arney, 2nd Alternate; the Rev. Honey Becker, 3rd Alternate; the Rev. Heather Muller-Fitch, 4th Alternate.

Deputy to General Convention, Lay Order: Cynthia Sally and John Decker elected.

Alternate deputies, Lay Order are: Bettye Jo Harris, 1st Alternate; Beverly Amjadi, 2nd Alternate; Nelson Secretario, 3rd Alternate; Raymond Gandy 4th Alternate.

Mr. Jordan reported the results of the fourth ballot for Diocesan Council, Lay Order:

William Watkins and Nelson Secretario elected.

RETURN TO CONSIDERATION OF RESOLUTIONS

LATE CHARGE FOR DELINQUENT ASSESSMENT AND OTHER OBLIGATIONS

RESOLUTION #20: The President called on David Gierlach, Chair of the Committee on Constitution and Canons, who reported that the committee recommended rejection of the resolution. A revision to the Canons requires a majority vote by orders and the concurrence of the Bishop. The motion to reject carried. The resolution was defeated. [Refer to Attachment X.](#)

AFFIRMATION OF THE WORK OF TENS, THE EPISCOPAL NETWORK FOR STEWARDSHIP-RESOLUTION #11:

The President called on the Rev. Alison Dingley, Chair of the Resource Development Department, who moved adoption as presented. The motion, requiring no second, carried on voice vote. [Refer to Attachment Y.](#)

THE CONGREGATIONAL HEALTH AND GROWTH COMMISSION BE CHARGED TO PRODUCE A REPORT ON THE VITALITY AND VIABILITY OF ALL THE CONGREGATIONS IN THE DIOCESE- RESOLUTION #9:

The President called on Lynne Reynolds, Chair of the Congregational transformation and evangelism department, who moved for adoption as presented. The motion was defeated on voice vote. [Refer to Attachment Z.](#)

JOURNAL OF THE 36th ANNUAL MEETING OF THE CONVENTION
THE EPISCOPAL CHURCH IN HAWAII

DATE & LOCATION OF 2005 AND 2006 ANNUAL MEETINGS: Nancy Rowe moved that the dates and locations of the 2005 and 2006 Annual Meetings of the Convention of the Diocese of Hawaii be October 28-29, 2005, on the Island of Maui, and October 21-22, 2006, on the Island of Oahu. The motion carried on voice vote.

COURTESY RESOLUTIONS: The President called on The Rev. Darrow Aiona to read the Courtesy Resolutions. [*Refer to Attachment AA.*](#)

POINT OF PERSONAL PRIVILEGE: The Rev. Peter Champion rose to a point of personal privilege and thanked the members for their prayers for him during his illness.

ADJOURNMENT: The 36th Annual Meeting of the Convention adjourned at 4:05 p.m.

Section III

Attachments to the Journal Proceedings

Attachments to the Journal Proceedings

<u>Attachment</u>	<u>Title</u>
A	Convention Plans Committee
B	Agenda
C	Treasurer's Report
D	Resolution #1 Compensation Schedule
E	Resolution 10
F	Resolution 21
G	Budget
H	Resolution 2
I	Resolution 3
J	Resolution 4
K	Bishop's Address
L	Response to Bishop's Address
M	Resolution 18
N	Noonday Prayer & Necrology
O	Resolution 5
P	Resolution 12
Q	Resolution 7
R	Resolution 8
S	Resolution 14
T	Resolution 15
U	Resolution 16
V	Resolution 17
W	Resolution 13
X	Resolution 20
Y	Resolution 11
Z	Resolution 9
AA	Courtesy Resolution

ATTACHMENT A

2004 Committees of Convention

COMMITTEE	NAME	CHURCH	REGION
Secretary of Convention	Nancy Rowe	Emmanuel	Windward Region
Assistant Secretary	Morley Frech	Trinity By-the-Sea	Maui
Approval of Minutes (4)	Annette Jim Cora Brown Janice Horimoto <i>Marie Samudio</i>	St. Clement Good Shepherd St. Mary Calvary	East Oahu Maui East Oahu Windward Oahu
Constitution and Canons (4)	David Gierlach Constance Santana Willis Yap <i>Wayne Yoshigai</i>	St. John's By-the-Sea St. Jude St. Peter St. Mark	Windward Oahu Hawai'i Central Oahu East Oahu
Credentials (7)	Karen Sender Nancee Cline Bruce Fink <i>Manny Igaya</i> Baron Okimoto _____ _____	Cathedral Christ Church Calvary West Kauai Grace	Central Oahu Hawai'i Windward Oahu Kauai Maui West Oahu East Oahu
Dispatch of Business (3)	Lance Horne Jean Fiddes _____	St. George St. John	West Oahu Maui
Elections (8)	Dwayne Bueno Dick Schulz Susan Lee Emilie Nachtigall Colleen Hughes <i>Nanette Judd</i> <i>Sally Omalza</i> James Jordan	St. Paul All Saints Christ Church Emmanuel Holy Innocents St. Mark St. Stephen Cathedral	Central Oahu Kauai Hawaii Windward Oahu Maui East Oahu West Oahu Central Oahu

Necrology (2)	Susan Champion Randy Albano	St. Andrew's Priory St. Paul	Central Oahu Central Oahu
Nominations (7)	James Putnam Gina Maves Alvin Adams Marilyn Smith Dora Kraul Chris Neumann Teri Pike	St. Stephen Cathedral St. Clement St. Christopher Holy Apostles All Saints Trinity	West Oahu Central Oahu East Oahu Windward Oahu Hawai'i Kauai Maui
Resolutions (4)	Patton Boyle Nathan Cockett Ruth Merz Darrow Aiona	St. John's By-the-Sea Holy Apostles St. Peter St. Mark	Windward Oahu Hawai'i Central Oahu East Oahu
Response to the Bishop's Address	Cass Bailey © Russell Kallstrom Pua Hopkins _____ Mary Lindquist _____ M'Liss Moore	St. Christopher Grace St. John's By-the-Sea St. James West Kauai Holy Nativity Cathedral	Windward Oahu Maui Windward Oahu Hawai'i Kauai East Oahu Central Oahu
Hospitality	Susan Hays	Cathedral	Central Oahu
ECW President	Joyce Kim	St. Luke	Central Oahu
ECW Vice President	Louise Aloy	Good Shepherd	Maui
Chancellor	John Lockwood		
Office of the Bishop	Tiare Ono Bob Fitzpatrick Peter Pereira		
The Bishop	Richard Chang		

ATTACHMENT B

36TH ANNUAL MEETING OF THE CONVENTION OF THE DIOCESE OF HAWAII OCTOBER 29-30, 2004

SCHEDULE

Friday, Oct. 29:

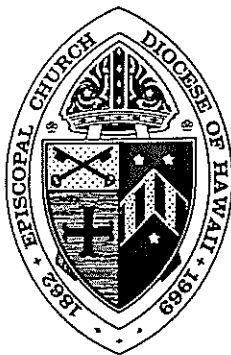
Session 1, St. Andrew's Cathedral

- 11:00 am REGISTRATION on the grass fronting the Office of the Bishop
- 12:30 pm Regional Caucuses (for those Regions needing to nominate candidates for the Diocesan Council)
- 1:00 pm Annual Meeting of the Convention - Tenney Theater
Call to Order by the Bishop
Quorum Report of the Credentials Committee
Introductions
Report of the Credentials Committee
Announcement of committee appointments (by Title)
(full list in packets)
Adoption of Agenda as circulated
Report of Nominations Committee
Introduction of Nominees
First Ballot for elective positions and confirmation of Bishop's appointments
Adoption of Special Orders of Business
Report of the Secretary of the Convention
Resolutions received for referral
(full list in packets)
Treasurer's Report (by Title)
Consideration of Resolutions
Adoption of Minimum Annual Compensation Schedule
Presentation of 2005 Proposed Budget
Consideration of Resolutions
Further balloting as necessary
- 4:30 pm Report of the Strategic Planning Task Force
- 5:30 pm Dinner/Reception on Cathedral Grounds
- 7:00 pm Convention Eucharist – St. Andrew's Cathedral
Bishop's Address
- 8:30 pm Recess until 8:00 am Saturday at the Sheraton Waikiki

**Saturday, Oct. 30:
Session 2, Sheraton Waikiki**

- 8:00 am Registration for late arrivals: Sheraton Waikiki
- 8:30 am Morning Worship and Bible sharing
- 9:30 am Meeting reconvenes
Report of Ballots and Additional Balloting (if necessary)
Consideration of Resolutions
- 10:00 am Break
- 10:30 am Report of Ballots and Additional Balloting (if necessary)
Consideration of Resolutions
- 11:50 am Invocation for lunch
- 12:00 noon Recess for lunch in hotel
Episcopal Ministry On Aging Awards
- 1:30 pm Reconvene
Continue consideration of Resolutions
Set date and location of 2006 Annual Meeting
Courtesy Resolutions
Announcements
- 4:00 pm Adjournment Sine Die

ATTACHMENT C



The Episcopal Church in Hawai'i

THE RIGHT REVEREND RICHARD S.O. CHANG
Bishop of Hawai'i

October 12, 2004

TO: DELEGATES TO THE 36th ANNUAL CONVENTION
OF THE EPISCOPAL CHURCH IN HAWAII'I

FROM: PETER PEREIRA, DIOCESAN TREASURER

SUBJECT: ANNUAL REPORT OF THE TREASURER

The Balance sheet of The Episcopal Church in Hawai'i on December 31, 2003 showed assets of \$33,168,501, liabilities of \$14,878,298 and net assets of \$18,290,203. The total operating income of the diocese exceeded operating expenses in 2003 by \$80,256. It should be noted that all parishes and missions have paid their 2003 assigned assessments, except for one aided parish.

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

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

2004

1. In your Convention Packet, there will be the current Budget versus Actual Operating Report as of September 30, 2004. The report is summarized to cut printing costs. If you want a detail report, please call me.
2. In your Convention Packet, there will also be a report on our Theological Education Offering for 2003. You will note that we contributed \$40,446 that which amounted to 63% of our 1% goal. Now is the time to be checking on the performance of your Parish or Mission this year so that we can meet our 1% goal in 2004.

3. Our Investment performance #'s are as follows: Trailing 12 months = 10%; 5 Year trailing = 3% ; 10 Year trailing = 9%
4. During the year the Resource Development Department met with our investment monitor and managers to review the performance of our investment portfolio and also to review our Investment Policy. We have a long-term view towards our portfolio management with the understanding that the stock market will experience fluctuations from time to time. We have a total return investment policy and spending policy. Our policies are implemented to ensure that there will be a steady stream of earnings annually, while at the same time ensuring that the fund assets will be there for the future. Our spending policy is set at a payout rate of 5 percent (5%) of the average market value of the Investment Fund over 3 years. The spending policy (which we will continue to review), together with sound investment performance, ensures that, over time, the fund will retain its ability to produce earnings.
5. The setting up of the Shared Travel Expense Fund for the 2004 diocesan convention has been accomplished.
6. The rate of assessment for 2005 is 22% (2004 was 22%).
7. The Compensation Review Committee (CRC) met during the year to review the Clergy Compensation Schedule. The CRC did a thorough review of the Clergy Compensation and Benefits Policy and revamped several sections. The result was a clearer and more precise policy. Please refer to The 2005 Clergy Compensation Schedule for details. The CRC met with the Commission on Ministry to discuss additional ways of compensating clergy in the Diocese of Hawaii. For Details please see resolution on: Task Force on Clergy Recruitment, Retention and Professional Development.
8. During the year, I worked with treasurers advising and training them on various matters, namely taxes, accounting and audit, investments, insurance, parochial reports, employment, insurance and property issues. I also worked with them on refinancing loans from the bank at competitive rates for various renovation projects.

9. During the year, I coordinated with the auditors and treasurers to audit their church.
10. In 2004 the Church Medical Trust made changes to the retired clergy and spouse Medicare supplement and drug plan. I spent an enormous amount of time working with clergy locally and in the mainland to enroll them in this plan.
11. We are working with our insurance agent to renew our property and liability insurance renewal for the year 2005. The insurance market has been tight and coverage and limits have been difficult and costly. We will continue to maintain a reserve fund to cover the deductible for our hurricane policy.
12. We held lay pension workshops (upon request from Churches/Schools) to inform and update employees and employer representatives about the plan and the investment vehicles available.
13. Please use our website, episcopalhawaii.org. We are working to add more content to the web site. It has helped us cut down our copying and mailing costs.
14. I continue to serve on the Non Profit Committee for the Hawaii Society of Certified Public Accountants. We organized a workshop for non-profits this year and I also attended various continuing education workshops to keep current with laws and regulations.
15. The financial aspects of Camp Mokulei'a have improved and the Resource Development Department and Council continue to monitor it.

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

**THE EPISCOPAL CHURCH IN HAWAII
INCOME STATEMENT
FOR THE PERIOD 9/30/04**

	Actual 9/30/04	Budget YTD	Variance		Annual Budget
INCOME					
Assessments	1,063,031	1,063,031	0	A	1,417,374
Investments	356,766	362,150	(5,384)		669,800
Rentals	101,922	101,598	324		134,900
Other	6,284	19,075	(12,791)	B	60,294
TOTAL INCOME	1,528,003	1,545,854	(17,851)		2,282,368
EXPENSE					
CONGREGATIONAL TRANSFORMATION & EVANGELISM					
Congregational Health & Growth	288,988	308,550	19,562	C	411,400
Other Ministries	45,261	69,414	24,153	D	92,552
JUSTICE, PEACE & PARTNERSHIP	19,485	35,924	16,439	D	47,898
OFFICE OF THE BISHOP					
Episcopate	195,395	202,548	7,153	C	277,303
Staff	263,612	330,286	66,674	E	470,000
Other	37,933	77,250	39,317	F	103,000
RESOURCE DEVELOPMENT					
Nation & World	237,257	237,257	0		332,442
Retirees	27,260	29,625	2,365		39,500
Diocesan Support Expenses	207,499	233,192	25,693	G	318,334
Debt Reduction	35,310	35,310	0		47,080
YOUNG ADULTS & YOUTH	96,592	107,144	10,552	C	142,859
TOTAL EXPENSES	1,454,592	1,666,500	211,908		2,282,368
SURPLUS/(DEFICIT)	73,411				

EXPLANATION OF SIGNIFICANT VARIANCES

- A. Assessment unpaid @ 9/30/04 = \$131,076. See listing attached.
- B. Most of the miscellaneous gifts are received in the 4th quarter.
- C. Funds will be used in the 4th quarter.
- D. Most of the funds (variance) will not be used.
- E. Due to Canon for Ministry position not filled and MIS Clerk position filled only in Sept. 2004.
- F. Due to lesser copies mailed for the Chronicle and lower costs incurred for web site development.
- G. Due mainly to lesser office expenses, travel costs and & property maintenance costs incurred

THE EPISCOPAL CHURCH IN HAWAII
BALANCE SHEET

SEPTEMBER 30, 2004

ASSETS		
PETTY CASH	400.00	
CASH IN BANK	332,461.22	
SHORT TERM INVESTMENTS	482,027.02	
ACCOUNTS REC.- CHURCHES/OTHER	381,137.48	
OTHER A/C REC. & PREPAID EXP.	37,363.56	
CONTRIBUTION REC/REMAINDER TR	81,749.00	
INVESTMENTS	12,412,705.00	
LOAN REC. -CHURCHES/OTHERS	1,033,714.06	(A)
LAND & BUILDINGS	2,918,242.57	↓
ASSETS HELD IN TRUST	74,757.00	

TOTAL ASSETS		17,754,556.91 =====
LIABILITIES & NET ASSETS		
ACCOUNTS PAYABLE	57,162.55	
ACCRUED VACATION	19,234.40	
ANNUITY PAYMENT LIAB.	52,751.00	
DUE TO CHURCHES/OTHER	15,059.35	
SECURITY DEPOSITS	11,723.80	
POSTRETIREMENT BENEFIT	342,393.00	
NOTE PAYABLE- BY CHURCHES	1,033,714.06	(A) ↑

TOTAL LIABILITIES		1,532,038.16
NET ASSETS		
UNRESTRICTED		
GENERAL FD.	697,923.41	
PLANT FD.	2,918,242.57	
INVESTMENT FD.	2,590,968.00	
TEMPORARILY RESTRICTED		
GENERAL FD.	89,892.77	
INVESTMENT FD.	4,871,096.00	
PERMANENTLY RESTRICTED		
INVESTMENT FD	5,054,396.00	

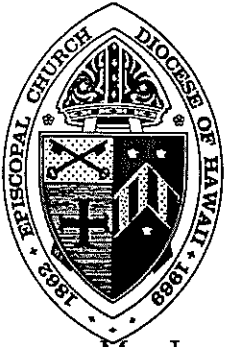
TOTAL NET ASSETS		16,222,518.75 -----
TOTAL LIABILITIES AND NET ASSETS		17,754,556.91 =====

2004 ASSESSMENT

	Unpaid at 9/30/04	Subsequent Payments Thru 10/8/04
All Saints	0	
Calvary	45,123	
Christ Church	3,357	3,357
Christ Memorial	12,735	
Emmanuel	1,976	1,976
Epiphany	2,992	2,992
Good Samaritan	0	
Good Shepherd	4,840	4,840
Grace	0	
Hoy Apostles	1,326	
Holy Cross	550	
Holy Innocents	16,803	7,156
Holy Nativity	5,359	5,359
Resurrection	0	
St. Andrew's Cathedral	0	
St. Augustines	2,522	2,522
St. Christopher's	6,407	6,407
St. Clement's	0	
St. Columba's	0	
St. Elizabeth's	0	
St. George's	1,392	
St. James	0	
St. John's	0	
St. John's By-The-Sea	0	
St. Jude's	0	
St. Luke's	0	
St. Mark's	6,193	6,193
St. Mary's	0	
St. Matthew's	2,030	
St. Michael's	0	
St. Nicholas	0	
St. Paul's	0	
St. Peter's	0	
St. Philip's	0	
St. Stephen's	0	
St. Thomas	0	
St. Timothy's	0	
Trinity By-The-Sea	17,473	
West Kauai	0	
TOTAL	131,078	40,802

THE EPISCOPAL CHURCH IN HAWAII
DIOCESAN ASSESSMENT

CHURCH	2002 OPERATING INCOME	2004 DIOCESAN ASSESSMENT @22 %	2003 OPERATING INCOME	2005 DIOCESAN ASSESSMENT @22%	2005 INCREASE/ [DECREASE]
ALL SAINTS	170,105	37,423	190,009	41,802	4,379
CALVARY	289,749	63,745	302,512	66,553	2,808
CHRIST CHURCH	183,111	40,284	179,300	39,446	(838)
CHRIST MEMORIAL	77,183	16,980	83,179	18,299	1,319
EMMANUEL	107,765	23,708	109,255	24,036	328
EPIPHANY	163,187	35,901	201,052	44,231	8,330
GOOD SAMARITAN	135,331	29,773	111,805	24,597	(5,176)
GOOD SHEPHERD	263,971	58,074	262,939	57,847	(227)
GRACE	52,254	11,496	58,984	12,976	1,480
HOLY APOSTLES'	132,318	29,110	168,465	37,062	7,952
HOLY CROSS	14,994	3,299	12,966	2,853	(446)
HOLY INNOCENTS'	105,240	23,153	116,932	25,725	2,572
HOLY NATIVITY	292,316	64,310	367,872	80,932	16,622
RESURRECTION	5,411	1,190	8,010	1,762	572
ST. ANDREW'S	948,679	208,709	1,151,951	253,429	44,720
ST. AUGUSTINE'S	68,772	15,130	74,720	16,438	1,308
ST. CHRISTOPHER'S	349,463	76,882	357,762	78,708	1,826
ST. CLEMENT'S	341,478	75,125	397,320	87,410	12,285
ST. COLUMBA'S	7,699	1,694	6,469	1,423	(271)
ST. ELIZABETH'S	241,229	53,070	213,190	46,902	(6,168)
ST. GEORGE'S	75,940	16,707	73,438	16,156	(551)
ST. JAMES'	171,985	37,837	196,944	43,328	5,491
ST. JOHN'S, KULA	185,936	40,906	219,010	48,182	7,276
ST. JOHN'S BY/SEA	73,701	16,214	67,244	14,794	(1,420)
ST. JUDE'S	18,343	4,035	20,741	4,563	528
ST. LUKE'S	98,199	21,604	101,084	22,238	634
ST. MARK'S	168,896	37,157	192,551	42,361	5,204
ST. MARY'S	212,185	46,681	218,711	48,116	1,435
ST. MATTHEW'S	36,907	8,120	27,752	6,105	(2,015)
ST. MICHAEL'S	226,519	49,834	251,885	55,415	5,581
ST. NICHOLAS	101,767	22,389	152,849	33,627	11,238
ST. PAUL'S	118,348	26,037	102,370	22,521	(3,516)
ST. PETER'S	431,297	94,885	371,865	81,810	(13,075)
ST. PHILIP'S	21,449	4,719	20,000	4,400	(319)
ST. STEPHEN'S	92,601	20,372	92,786	20,413	41
ST. THOMAS	23,945	5,268	23,153	5,094	(174)
ST. TIMOTHY'S	193,996	42,679	230,765	50,768	8,089
TRINITY BY/SEA	190,617	41,936	207,426	45,634	3,698
WEST KAUAI	49,718	10,938	51,871	11,412	474
	6,442,603	1,417,374	6,997,137	1,539,368	121,994



The Episcopal Church in Hawai'i

THE RIGHT REVEREND RICHARD S.O. CHANG
Bishop of Hawai'i

March 22, 2004

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

Dear Joyce:

Attached is our 2003 report on the 1% Theological Education Offering. In 2003, gifts totaled \$40,446, which is about 63% of the Operating Income Target.

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

Faithfully yours,

Peter Pereira
Diocesan Treasurer

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

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

CHURCH	2002 Operating Income	2003 1% Amount	2003 Amount Given
All Saints'	170,105	1,701	0
Calvary	289,749	2,897	3,281
Christ Church	183,111	1,831	0
Christ Memorial	77,183	772	150
Emmanuel	107,765	1,078	1,078
Epiphany	163,187	1,632	1,632
Good Samaritan	135,331	1,353	1,000
Good Shepherd	263,971	2,640	0
Grace	52,254	523	523
Holy Apostles'	132,318	1,323	500
Holy Cross	14,994	150	0
Holy Innocents'	105,240	1,052	0
Holy Nativity	292,316	2,923	0
Resurrection	5,411	54	54
St. Andrew's	948,679	9,487	6,000
St. Augustine's	68,772	688	704
St. Christopher's	349,463	3,495	0
St. Clement's	341,478	3,415	1,580
St. Columba's	7,699	77	77
St. Elizabeth's	241,229	2,412	1,206
St. George's	75,940	759	0
St. James'	171,985	1,720	1,400
St. John's, Kula	185,936	1,859	1,500
St. John's By-The-Sea	73,701	737	737
St. Jude's	18,343	183	183
St. Luke's	98,199	982	948
St. Mark's	168,896	1,689	1,689
St. Mary's	212,185	2,122	2,122
St. Matthew's	36,907	369	369
St. Michael's	226,519	2,265	2,123
St. Nicholas	101,767	1,018	342
St. Paul's	118,348	1,183	1,183
St. Peter's	431,297	4,313	6,000
St. Philip's	21,449	214	0
St. Stephen's	92,601	926	926
St. Thomas	23,945	239	239
St. Timothy's	193,996	1,940	1,000
Trinity By-The-Sea	190,617	1,906	1,800
West Kauai	49,718	497	100
TOTAL	6,442,603	64,426	40,446

INVESTMENT FUNDS OF THE EPISCOPAL
 CHURCH IN HAWAII
 AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>ALL SAINTS' CHURCH, KAPAA</u>			
Clergy Childrens' Education Fund	128.56121	10,669.02	7,161.56
Albert Horner Organ Maint Fund	74.65344	6,195.33	2,791.66
Eddie Ruby Scott Trust	398.25423	33,050.27	33,073.91
Etta Wilcox Sloggett Memorial Fund	353.57033	29,342.05	6,518.74
Emma Lyman Wilcox Memorial Fund	2,587.74593	214,751.51	47,782.23
Henry Willey Columbarium	191.63855	15,903.67	6,962.23
Ramona R. Walden Altar Fund	80.05989	6,644.00	5,968.84
Willey Memorial Fund	715.30669	59,361.78	27,118.74
	<u>4,529.79027</u>	<u>375,917.63</u>	<u>137,377.91</u>
<u>CAMP MOKULEIA, OAHU</u>			
Margaret Root Clarke Memorial Camp Scholarship Fund	86.50123	7,178.55	3,205.85
Margaret Monterio Mem Campership	178.76644	14,835.45	7,232.29
	<u>265.26767</u>	<u>22,014.00</u>	<u>10,438.14</u>
<u>CHRIST CHURCH, KEALAKEKUA, HI</u>			
Building Fund	44.69810	3,709.40	2,461.99
Christ Church Property	475.73537	39,480.26	42,515.70
Mission Fund	1,181.51063	98,051.04	57,482.22
E C Greenwell Cemetery Fund	401.86174	33,349.65	22,721.82
The Greenwell Memorial Trust	774.31478	64,258.73	50,802.42
Ellen Hall Fund	658.04845	54,610.04	18,599.73
Parish Designated Trust Fund	341.42434	28,334.08	21,069.42
Dora Greenwell Bryant Pennell Fund	213.11856	17,686.25	8,360.91
David Douglas Wallace Mem Endow Fd	1,051.37288	87,251.19	39,414.58
Restoration/Renovation Fund	382.44376	31,738.19	24,189.54
S.H. Davis Fund	188.49146	15,642.50	16,649.08
	<u>5,713.02007</u>	<u>474,111.33</u>	<u>304,267.41</u>
<u>CHRIST MEMORIAL CHURCH, KILAUEA</u>			
Eddie Ruby Scott Trust	398.25423	33,050.27	33,073.91
Special Donors' Fund	7.99789	663.73	741.82
	<u>406.25212</u>	<u>33,714.00</u>	<u>33,815.73</u>
<u>DIOCESAN - BUDGET</u>			
Episcopate Endowment Fund	52,051.81773	4,319,669.22	2,364,678.11
E Lani Hanchett Mem Mission Tr Fd	238.49234	19,791.97	8,765.47
Hawaiian Church Chronicle	215.91423	17,918.26	8,172.13
Thomas Dowell Phillips Mem Pen Fd	481.66560	39,972.40	18,795.63
	<u>52,987.88990</u>	<u>4,397,351.85</u>	<u>2,400,411.34</u>

INVESTMENT FUNDS OF THE EPISCOPAL
CHURCH IN HAWAII
AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>DIOCESAN - OTHERS</u>			
Bishop's Discretionary Fund	651.71428	54,084.38	37,679.47
Bishop's Scholarship Fund for Clergy Children	188.86784	15,673.74	14,797.84
Bishop's Special Fund	219.84004	18,244.06	13,150.92
Clergy Continuing Education Fund	5,200.96912	431,617.32	265,467.10
Diocesan General Fund	669.40642	55,552.61	60,698.93
Episcopate Construction Fund	99.25176	8,236.69	6,259.27
Hurricane Deductible & Earthquake Reserve Fund	2,778.11176	230,549.56	218,712.28
Mary Y.C. Ing Restoration Fund	21,262.17027	1,764,502.12	1,654,116.36
Mission Fund	393.89787	32,688.74	30,105.19
Harry & Katherine Kennedy Memorial Fund	3,064.67356	254,330.72	253,230.26
Lambeth Conference Travel Fund	336.60175	27,933.86	20,837.91
Linberg Revolving Fund	6,125.86866	508,372.76	384,550.22
Scholarship Fund	3,995.66312	331,591.55	223,078.37
The Rev. J. Thurlow and Jane Baker Memorial Fund	1,346.75181	111,764.06	101,037.87
Election Process Fund	1,155.31579	95,877.19	93,288.58
Donald M. McCluskey Fund - Princ	6,015.87916	499,244.97	359,254.28
Donald M. McCluskey Fund - Income	4,801.38565	398,456.74	407,491.77
Eric Potter Memorial Fund	108.21184	8,980.27	8,568.80
Victory Fund	775.81850	64,383.52	64,374.50
Von Holt Fund	37,297.83576	3,095,267.76	2,552,914.62
	<u>96,488.23496</u>	<u>8,007,352.62</u>	<u>6,769,614.54</u>
<u>EMMANUEL EPISCOPAL CHURCH, KAILUA</u>			
Capital Repairs & Maintenance Fund	351.64066	29,181.91	21,790.11
Emmanuel Church, Special Fund	382.86320	31,773.00	28,857.36
Gratia McConkey Memorial	151.69922	12,589.19	12,721.33
The Leroy, Charlotte & Valarie Green Endowment Fund	120.36648	9,988.96	5,197.88
Joseph J and Anna P Lovell Tr Fund	802.31129	66,582.10	54,385.28
Maggie Nott Fund	198.63330	16,484.15	15,114.86
Rowe Fund	76.44486	6,344.00	5,933.43
Youth Ministry Fund	23.94378	1,987.04	1,858.44
	<u>2,107.90279</u>	<u>174,930.35</u>	<u>145,858.69</u>
<u>EPIPHANY CHURCH, HONOLULU</u>			
Candle Fund	51.91812	4,308.57	1,616.68
Wilfred Richardson Mem Flower Fund	16.44881	1,365.05	763.70
Sophia Taylor Mem Altar Guild Fund	36.86725	3,059.53	1,366.89
Georgiana Crutchfield Memorial Fund	26.47452	2,197.06	1,627.64
	<u>131.70870</u>	<u>10,930.21</u>	<u>5,374.91</u>

INVESTMENT FUNDS OF THE EPISCOPAL
CHURCH IN HAWAII
AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>GOOD SAMARITAN</u>			
Church Unrestricted A/C	265.34791	22,020.66	18,448.37
Preschool Unrestricted A/C	622.62730	51,670.51	50,371.16
Church Operational A/C	314.40820	26,092.07	21,950.82
	<u>1,202.38341</u>	<u>99,783.24</u>	<u>90,770.35</u>
<u>GOOD SHEPHERD CHURCH, WAILUKU</u>			
Clergy Housing Trust	2,456.63041	203,870.51	198,395.35
Altar Guild Fund	15.76402	1,308.22	1,318.27
Bross Memorial Youth Fund	145.83676	12,102.68	12,053.93
Memorial Fund	192.69412	15,991.27	16,213.90
	<u>2,810.92531</u>	<u>233,272.68</u>	<u>227,981.45</u>
<u>CHURCH OF THE HOLY APOSTLES, HILO</u>			
Auto Replacement Fund	190.00303	15,767.95	12,149.54
Babe Chillingworth Memorial Fund	47.63523	3,953.15	3,923.30
Vestment Fund	132.90924	11,029.85	7,135.67
Thomas A Cook Memorial Fund	2,381.08679	197,601.31	145,473.07
The Kilauea Fund	6,629.09925	550,134.79	349,500.32
Program/Clergy Fund	761.37012	63,184.48	44,625.97
Martha E Wakefield Mem Vicarage Fd	1,706.88142	141,650.44	93,332.14
Ronald C Yoder Memorial Fund	151.74063	12,592.63	9,109.98
Joseph Clark Young People's Fund	185.60696	15,403.13	11,256.29
Unrestricted Funds	269.31767	22,350.10	18,487.65
Alter Linen Fund	60.08814	4,986.59	4,234.95
Kitagawa Memorial Fund	23.46333	1,947.17	1,605.66
Detor Memorial Fund	13.20388	1,095.76	968.40
Lofty Cook Memorial	22.28362	1,849.27	1,675.69
Mae Marcallino Memorial	10.46750	868.68	722.77
	<u>12,585.15681</u>	<u>1,044,415.30</u>	<u>704,201.40</u>
<u>HOLY NATIVITY CHURCH, HONOLULU</u>			
Columbarium	544.69460	45,203.04	45,774.65
Concert	227.96182	18,918.06	19,157.29
Crawford	-	-	-
Nellie Hartman	5,370.60395	445,694.96	451,330.92
Capital Improvements	852.89034	70,779.55	71,674.58
Hjorth	179.70907	14,913.67	15,102.26
General Operating Endowment	10,231.87333	849,121.32	859,858.75
Memorial	466.20896	38,689.69	39,178.93
	<u>17,873.94207</u>	<u>1,483,320.29</u>	<u>1,502,077.38</u>

INVESTMENT FUNDS OF THE EPISCOPAL
CHURCH IN HAWAII
AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>HOLY NATIVITY SCHOOL, HONOLULU</u>			
General and Reserve Fund	2,025.29762	168,075.13	171,232.50
Reed Glover Endowment Fund	749.16446	62,171.56	63,414.09
Church Endowment Fund	1,091.67872	90,596.09	92,406.70
Scholarship Endowment Fund	648.75889	53,839.12	54,915.12
Bellows Scholarship Endowment Fund	97.40553	8,083.48	8,245.03
	<u>4,612.30522</u>	<u>382,765.38</u>	<u>390,213.44</u>
<u>KOHALA MISSION, KAPAAU</u>			
Howard & Elizabeth Bryant Memorial Church Yard & Cemetery Fund - St Augustine's Church	539.83511	44,799.76	31,178.94
Building Fund	356.18235	29,558.81	30,718.31
St Augustine's Church Yard Fund	139.10076	11,543.68	7,365.00
	<u>1,035.11822</u>	<u>85,902.25</u>	<u>69,262.25</u>
<u>SAINT ANDREW'S CATHEDRAL</u>			
Candle Fund	98.16439	8,146.45	2,166.88
Augustine Powers	1,104.27489	91,641.42	91,766.42
Living Endow, Clergy, Etc.	435.53722	36,144.30	36,193.60
The Deanery	126.15428	10,469.27	4,803.68
Choir	68.99451	5,725.71	5,733.51
Organist	71.75415	5,954.72	5,962.85
W Armitage Carlisle	271.49212	22,530.55	22,513.76
Guild & Aux	1,038.72083	86,201.22	27,043.15
Young Memorial	905.37184	75,134.88	22,625.46
Anderson Memorial	188.88449	15,675.12	7,936.54
Devonish	13.09779	1,086.96	800.49
Tenney	108.22928	8,981.72	2,585.73
Palmer	430.84925	35,755.26	25,175.32
Maintenance & Renovation	1,340.80303	111,270.38	36,041.77
Memorial Buildings	1,096.76952	91,018.56	27,660.25
Outreach	430.94834	35,763.48	26,180.81
Nellie Alice Russell	249.17297	20,678.33	18,945.26
Abbe Green	52.92879	4,392.45	2,663.70
General	14,695.22025	1,219,524.95	788,612.24
Soper	52.92937	4,392.50	2,660.88
R. Hicks Memorial	265.68661	22,048.76	19,680.32
Orvis Music Fund	1,104.02395	91,620.59	82,703.79
	<u>24,150.00787</u>	<u>2,004,157.58</u>	<u>1,260,456.41</u>

INVESTMENT FUNDS OF THE EPISCOPAL
CHURCH IN HAWAII
AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>SAINT ANDREW'S PRIORY SCHOOL</u>			
Alumnae Association Scholarship Fd	959.96897	79,665.78	49,821.59
British Benevolent Society Schship	1,607.23103	133,380.67	64,614.83
E E Ford Foundation	637.58241	52,911.60	30,962.22
Bishop Harry S Kennedy Schl Fund	699.68553	58,065.41	35,527.44
Caroline Ornellas Memorial Schl Fund	47.28401	3,924.00	2,329.80
Sister Evelyn Scholarship Fund	238.08654	19,758.29	8,829.61
Vance O Smith Trust Fund	1,205.18515	100,015.74	61,955.73
Betty V Von Holt Scholarship Fund	405.23669	33,629.73	14,929.53
Class of '37 Scholarship Fund	413.97853	34,355.19	28,408.34
Muriel M. Thayer Scholarship Fund	147.80401	12,265.94	12,833.42
Withington Foundation Fund	4,280.33557	355,215.91	366,970.16
Nikaido Fund for General Endowment	272.06061	22,577.73	22,769.08
Peter B Ogilby Scholarship Fund	294.47251	24,437.64	19,076.00
Phoebe Furtado Gedge Memorial Fund	0.00003	-	-
Queen Emma General Scholarship Fd	6,997.21256	580,683.73	313,799.74
Eleanor Wilcox Carney Financial Aid Fd	292.57781	24,280.41	23,358.59
Ellen K. Brazauski Scholarship Fund	181.89245	15,094.87	13,898.52
Class of 1951 Scholarship Fund	335.53861	27,845.63	25,824.94
Yoshie Isoshima Fund	239.10591	19,842.89	18,860.71
Sarah Horswill Kauka Scholarship Fund	128.54502	10,667.68	10,012.39
Operational Endowment Fund	89.42425	7,421.13	6,578.18
	<u>19,473.20820</u>	<u>1,616,039.97</u>	<u>1,131,360.82</u>
<u>ST NICHOLAS CHURCH</u>			
Jensen-Malvin Memorial Fund	164.30315	13,635.17	9,439.26
Hono'uliuli Mission Fund	7,423.63554	616,071.66	530,130.35
Beverly Booth Memorial Fund	24.20067	2,008.36	1,734.69
	<u>7,612.13936</u>	<u>631,715.19</u>	<u>541,304.30</u>
<u>ST CHRISTOPHER'S CHURCH - KAILUA</u>			
Rector's Hsg. Endow Fund	1,845.46323	153,151.05	139,217.94
General Endowment	225.26337	18,694.13	18,837.71
Nancy Ashford Memorial	122.10711	10,133.41	10,211.24
Outreach Endow Fund	1,025.95807	85,142.07	56,891.68
	<u>3,218.79178</u>	<u>267,120.66</u>	<u>225,158.57</u>

INVESTMENT FUNDS OF THE EPISCOPAL
CHURCH IN HAWAII
AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>ST CLEMENT'S PARISH, HONOLULU</u>			
Brodhead Fund for Social Adult Educ	3,777.76410	313,508.58	219,205.18
Brodhead Memorial Fund for Prayer Books & Hymnals	64.83540	5,380.55	2,696.78
Capital Fund	-	-	-
Chapel of Peace Maintenance Fund	767.57136	63,699.11	42,160.18
Cooke Organ Fund	531.62222	44,118.19	40,452.48
General Fund	2,360.88935	195,925.17	114,341.67
The St. Clement's Endowment Fund	1,283.99222	106,555.77	100,684.03
	<u>8,786.67465</u>	<u>729,187.37</u>	<u>519,540.32</u>
<u>ST ELIZABETH'S CHURCH, HONOLULU</u>			
Joseph Ho Foundation	4,076.96003	338,338.21	391,411.81
Hon Endowment Fund	80.18456	6,654.35	3,160.29
Val and Abbie Peroff Trust	125.73451	10,434.44	9,970.47
Scholarship Trust	565.75446	46,950.75	54,123.24
	<u>4,848.63356</u>	<u>402,377.75</u>	<u>458,665.81</u>
<u>ST JOHN'S, KULA, MAUI</u>			
Janette R. Younts Trust	9.41285	781.15	632.65
Shim-Mark-Littell Endowment	651.79180	54,090.81	54,333.52
Cemetery Fund	261.86216	21,731.38	18,606.07
General Endowment Fund	279.93667	23,231.35	19,890.32
	<u>1,203.00348</u>	<u>99,834.69</u>	<u>93,462.56</u>
<u>ST MARK'S EPISCOPAL CHURCH</u>			
Muriel MacKenzie Thayer Endow Fund	480.02252	39,836.04	43,337.74
Endowment Fund	1,979.90502	164,308.09	144,931.01
Restricted Fund	174.47642	14,479.43	14,808.42
Princess Abigail Kawananaoia Fund	200.18362	16,612.81	14,746.64
	<u>2,834.58758</u>	<u>235,236.37</u>	<u>217,823.81</u>
<u>ST MICHAEL'S, LIHUE, KAUAI</u>			
Edie Wilcox	1,844.68081	153,086.12	138,975.42
The Ike Kampmann III Education Fund	292.62152	24,284.04	25,605.62
Music & Sacristy/Liturgy Fund	0.74643	61.94	63.63
Eddie Ruby Scott Trust	405.18529	33,625.46	33,558.42
Nancy & Holbrook Goodale Fund	2,731.78215	226,704.77	215,639.34
Endowment Fund	1,366.08358	113,368.36	108,425.75
	<u>6,641.09978</u>	<u>551,130.69</u>	<u>522,268.18</u>

INVESTMENT FUNDS OF THE EPISCOPAL
 CHURCH IN HAWAII
 AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
<u>ST. PAUL'S-HONOLULU</u>			
Building Fund	2,685.88878	222,896.18	168,611.47
Bryon a Devonish Candle Fund	36.95613	3,066.91	2,082.45
Youth Group Fund	126.74054	10,517.93	11,729.78
	<u>2,849.58545</u>	<u>236,481.02</u>	<u>182,423.70</u>
<u>ST. PETER'S-HONOLULU</u>			
Capital Improvements Endowment	2,855.16001	236,943.63	263,114.01
Reserve Fund	3,779.75520	313,673.81	327,112.22
Columbarium Perpetual Care Fund	712.36934	59,118.01	65,254.42
General Endowment Fund	3,301.74425	274,004.71	302,958.10
Katherine Kong Endowment Fund	200.12023	16,607.55	18,279.90
Lydia Y.F. Moo	26.50572	2,199.65	2,393.01
Mission Endowment Fund	1,837.91649	152,524.77	169,538.54
Raymond Kong Endowment Fund	346.77324	28,777.97	31,904.01
Restricted Endowment Fund	685.72108	56,906.53	63,088.06
	<u>13,746.06556</u>	<u>1,140,756.63</u>	<u>1,243,642.27</u>
<u>ST STEPHEN'S CHURCH, WAHIAWA</u>			
Frank E Ahrendt Memorial Fund	714.65814	59,307.95	44,449.66
Combined Memorial Fund	131.57266	10,918.93	7,844.03
Mary Tree Hatlelid Music Fund	28.60855	2,374.16	2,438.33
The Solomon P. McCurdy Memorial Fund	641.63223	53,247.69	50,414.36
The France Memorial Fund	125.51119	10,415.91	7,904.32
Gerda Rutherford Fund	161.80048	13,427.48	11,610.26
	<u>1,803.78325</u>	<u>149,692.12</u>	<u>124,660.96</u>
<u>ST TIMOTHY'S, AIEA, OAHU</u>			
St. Timothy's Fund	2,474.56230	205,358.64	146,635.08
	<u>2,474.56230</u>	<u>205,358.64</u>	<u>146,635.08</u>

INVESTMENT FUNDS OF THE EPISCOPAL
 CHURCH IN HAWAII
 AS OF JUNE 30, 2004

TRUST ENDOWMENTS	Total Shares	Market Value	Cost
MISCELLANEOUS			
Calvary Reserve Fund	396.29791	32,887.92	28,718.58
Episcopal Church Women of Hawaii	113.70669	9,436.28	8,062.66
ECW - Diocesan Altar Guild	58.13462	4,824.47	4,684.61
Iolani Guild Scholarship Fund	828.01006	68,714.79	72,110.45
Queen Emma Chapel Missions Fund	991.62842	82,293.13	79,257.78
Henry Digby Sloggett Memorial Fund	19,013.71061	1,577,907.25	1,331,290.04
Eliza K. Spencer Native Hawaiian Ministry Endowment Fund	97.88457	8,123.23	5,411.66
St George's Pearl Harbor Permanent Endowment Fund	86.23926	7,156.81	5,202.05
St George's Preschool Endowment Fund	8.38063	695.49	616.23
St John's Episcopal School Bldg. Replacement Fund (Guam)	80.38933	6,671.34	4,633.22
St. Mary's Building Portfolio	478.49676	39,709.42	40,823.82
St. Timothy's Children's Center (STCC)	2,160.61216	179,304.59	177,293.55
STCC-Marion P. Tappe Scholarship Fund	186.45028	15,473.11	16,441.99
St. Timothy's Aiea Family Center	3,180.05353	263,905.85	272,308.92
The Waikiki Episcopal Chapel Endow Fund	3,084.86929	256,006.72	241,424.16
Women of Vision	72.19590	5,991.38	5,623.35
West Kauai Endowment Fund	180.32042	14,964.42	12,580.81
	<u>31,017.38044</u>	<u>2,574,066.20</u>	<u>2,306,483.88</u>
TOTAL	<u>333,409.42078</u>	<u>27,668,936.01</u>	<u>21,765,551.61</u>

ATTACHMENT D

RESOLUTION NO. 1

36th Annual Meeting of the Convention
of the Diocese of Hawai'i
October 29-30, 2004

TITLE: 2005 Clergy Compensation & Benefits Policy of the Episcopal Diocese of Hawai'i

SPONSOR: Diocesan Compensation Review Committee

CONTACT NAME: Lee Carson, Chair

ADDRESS: 229 Queen Emma Square, Honolulu, Hawai'i 96813

PHONE: 550-0135

EMAIL: RLeeCarson@hawaii.rr.com

BE IT RESOLVED, that the 2005 Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai'i be adopted.

* * * * *

RATIONALE/EXPLANATION

The 2005 Clergy Compensation Schedule salary ranges represent a 3.3% increase over 2004's schedule.

Please note the changes in individual applicable policies (underlined portions are modifications in the policy). The current compensation and benefit policy can be found at www.episcopalhawaii.org, click on Diocesan Treasurer, then click on 2004 Compensation Schedule.

2005 CLERGY COMPENSATION AND BENEFITS POLICY
The Episcopal Diocese of Hawaii

Category	Compensation 0 thru 4 years Minimum	<u>5 thru 9 Years</u> Minimum	<u>10 thru 19 Years</u> Minimum	<u>20 thru 29 Years</u> Minimum	<u>30+Years</u> Minimum
A	\$64,824	\$72,924	\$81,024	\$87,492	\$97,212
B	58,968	66,300	73,656	79,500	88,332
C	53,604	60,288	66,984	72,324	80,352
D	48,708	54,864	60,948	65,868	73,176
E	44,292	49,836	55,368	59,796	66,432

*This table does not include self employment tax.

I. Salaries

- 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 Hawaii. Years of service means the number of years of status as a clergy person in good standing in ECUSA In Parishes, Compensation is negotiated between the Clergy person and the vestry. For Missions, compensation is negotiated between Clergy and the Bishop’s Committee with the approval of the Bishop. Credit for prior years of service as an ordained person in-good-standing in another denomination is negotiated between the clergy and the Vestry/Bishop’s Committee with the approval of the Bishop. With respect to clergy newly called or appointed to a congregation, the Vestry/Bishop’s Committee is required to notify the Treasurer of the Diocese as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention. In order to maintain accurate records, a schedule will be attached to the Parochial Report reporting the clergy compensation and the number of years of service as it increases each year.
- b. Clergy must be paid at least the minimum of the applicable category with salary reviews at least annually.

- c. These categories are minimums and should be used as a starting point for salary negotiations. Vestries/Bishop's Committees should be seriously considering appropriate compensation.
- d. For easier administration, all compensation figures will be rounded up into amounts divisible by 12.
- e. Each Vestry or Bishop's Committee, working in consultation with their clergy, shall approve a resolution determining the housing allowances for the following year. This IRS requirement shall be completed by December 31st of the year preceding the commencement of the allowance.
- f. For clergy who are paid a cash housing allowance, the amount of the housing allowance shall be determined by negotiation between clergy and Vestry/Bishop's Committee.
- g. The 2005 Housing Allowance Guideline is \$15,611 and is included in the compensation amounts stated above. Any congregation that furnishes housing for the Fair Market Value that is less than the \$15,611 is encouraged to pay the difference in cash to the clergy. The value of housing that is decided shall be added to the cash salary in order to compute the total compensation for Church Pension Fund purposes.
- h. Congregations with assisting clergy are encouraged to classify the assistant's position into a category appropriate to the scope of the position.

II. Part Salaried Positions

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

III. Benefits

- a. A car allowance of \$6,041 will be provided. Clergy are encouraged to consider use of pre-tax dollars by setting up a reimbursable expense account plan or have the congregation provide an automobile;
- b. The congregation will pay the mandatory Church Pension Fund Assessment on salary, housing, social security reimbursement and on utilities (if applicable).
- c. \$50,000 Group Life Insurance as provided by the Church Pension Fund at no cost to the congregation.
- d. The congregation must provide the Diocesan HMO Plan for clergy. For exceptions, please apply to the Office of the Treasurer. Clergy will receive full family medical coverage according to the terms of the Diocesan HMO Plan, paid for by the congregation. (Clergy hired prior to 1/1/95 may continue with the Preferred Provider Plan.)
- e. The congregation will pay the cost of Worker's Compensation coverage.
- f. The Temporary Disability Insurance Plan for clergy is provided by the Church Pension Fund at no cost to the congregation.
- g. Congregations will pay the clergy social security costs at 7.65% of salary and housing.
- h. Full Salaried clergy are entitled to one month (30 calendar days) of annual vacation with full stipend and allowances. This vacation time cannot be more than 45 calendar days in any one year, except by the agreement of the

Vestry/Bishop's Committee with the consent of the Bishop in Aided Parishes and Missions. (In other words, no more than 15 days can be carried over to the following year.) Congregations should encourage clergy to take vacation.

IV. Part Salaried Clergy Benefits

- a. The congregation must provide the Diocesan HMO plan for Part Salaried clergy who are 50% or more Salaried. Part Salaried clergy who are less than 50% Salaried will receive the dollar value of the percentage of the value of a full coverage HMO plan. (Prior to the adoption of this policy, all Part Salaried clergy who are currently serving in a congregation, will be grandfathered into the type of medical coverage they now enjoy.)
- b. If qualified, Part Salaried clergy will receive the designated Group Life Insurance benefit as provided by the Church Pension Fund.
- c. The congregation will pay the mandatory Church Pension Fund assessment on salary, housing, social security reimbursement and on utilities (if applicable).
- d. Part Salaried clergy will receive the Federal guideline reimbursement of business mileage instead of a car allowance.
- e. The Temporary Disability Insurance Plan for Part Salaried clergy is provided by the church Pension Fund.
- f. Part salaried clergy are entitled to one month (30 calendar days) of annual vacation with agreed stipend and allowances. This vacation time cannot be more than 45 calendar days in any one year except by the agreement of the Vestry/Bishop's Committee with the consent of the Bishop in Aided Parishes and Missions. (In other words, no more than 15 days can be carried over to the following year.)

V. Other

- a. Moving Expenses: Clergy will receive an allowance for moving expenses from the US Mainland, typically in the range of \$10,000 to \$15,000, 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 4 months. (This is a change from the current policy.) 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 agrees 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 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 \$600/year. This amount should accumulate if unused and can carry over to the next year. This fund should also be available for sabbatical expenses.

VI. Supply Clergy Compensation

- a. The minimum compensation for supply clergy shall be as follows:

One Service: \$135.00

Two Services: \$185.00

Each additional Service: \$85.00

Clergy will be reimbursed for travel (mileage or airfare) and housing (if applicable).

CONGREGATIONAL COMPENSATION CATEGORIES

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

**2005 CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET BASED ON
2003 PAROCHIAL REPORT DATA**

I. Number of Pledging Units

Number of Pledging Units _____

Multiplied by .40= _____

II. Average Attendance

Average Sunday Attendance _____

Multiplied by .30= _____

III. Annual Operating Budget

Annual Operating Budget in \$1,000 _____

Multiplied by .30= _____

TOTAL OF WEIGHTED FIGURES _____

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

ADDENDUM TO CLERGY COMPENSATION SCHEDULE

Examples:

1. Clergy with 5 years service is called to serve in a Category E Parish/Mission. His minimum compensation should be \$49,836. These categories are minimums and 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 C Parish. Her minimum compensation should be \$72,324. These categories are minimums and 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 E Mission. The position is for 50% of salary. His minimum compensation should be \$29,898. $\$59,796 \text{ divided by } 2 = \$29,898$. These categories are minimums and 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 D church. His minimum compensation should be \$48,708. However, due to the parameters of the search and the scarcity of applicants, the congregation ended up paying the clergy \$65,000.**

**2005 COMPENSATION BASED ON 2003 PAROCHIAL DATA
ALPHABETICAL**

	No of		Assessm't							
	Pledging	Average	Operating	Weighted		0 thru 4	5 thru 9	10 thru 19	20 thru 29	30 + years
CHURCH	Units	Attend.	Income	Totals	Cate- gory	years	years	years	years	
ALL SAINTS	54	112	190,009	112	E	44,292	49,836	55,368	59,796	66,432
CALVARY	100	185	302,512	186	C	53,604	60,288	66,984	72,324	80,352
CHRIST CHURCH	57	86	179,300	102	E	44,292	49,836	55,368	59,796	66,432
CHRIST MEMORIAL	27	62	83,179	54	E	44,292	49,836	55,368	59,796	66,432
EMMANUEL	47	71	109,255	73	E	44,292	49,836	55,368	59,796	66,432
EPIPHANY	77	140	201,052	133	D	48,708	54,864	60,948	65,868	73,176
GOOD SAMARITAN	48	34	111,805	63	E	44,292	49,836	55,368	59,796	66,432
GOOD SHEPHERD	129	163	262,939	179	D	48,708	54,864	60,948	65,868	73,176
GRACE	92	103	58,984	85	E	44,292	49,836	55,368	59,796	66,432
HOLY APOSTLES'	72	77	168,465	102	E	44,292	49,836	55,368	59,796	66,432
HOLY CROSS	13	21	12,966	15	E	44,292	49,836	55,368	59,796	66,432
HOLY INNOCENTS'	38	78	116,932	74	E	44,292	49,836	55,368	59,796	66,432
HOLY NATIVITY	104	175	367,872	204	C	53,604	60,288	66,984	72,324	80,352
RESURRECTION	14	19	8,010	14	E	44,292	49,836	55,368	59,706	66,432
ST. ANDREW'S	219	271	1,151,951	514	A	64,824	72,924	81,024	87,492	97,212
ST. AUGUSTINE'S	33	43	74,720	49	E	44,292	49,836	55,368	59,796	66,432
ST. CHRISTOPHER'S	126	160	357,762	206	C	53,604	60,288	66,984	72,324	80,352
ST. CLEMENT'S	112	177	397,320	217	C	53,604	60,288	66,984	72,324	80,352
ST. COLUMBA'S	10	10	6,469	9	E	44,292	49,836	55,368	59,796	66,432
ST. ELIZABETH'S	70	60	213,190	110	E	44,292	49,836	55,368	59,796	66,432
ST. GEORGE'S	41	62	73,438	57	E	44,292	49,836	55,368	59,796	66,432
ST. JAMES'	51	74	196,944	102	E	44,292	49,836	55,368	59,796	66,432
ST. JOHN'S,KULA	89	155	219,010	148	D	48,708	54,864	60,948	65,868	73,176
ST. JOHN'S BY/SEA	64	62	67,244	64	E	44,292	49,836	55,368	59,796	66,432
ST. JUDE'S	12	18	20,741	16	E	44,292	49,836	55,368	59,706	66,432
ST. LUKE'S	9	30	101,084	43	E	44,292	49,836	55,368	59,796	66,432
ST. MARK'S	56	134	192,551	120	D	48,708	54,864	60,948	65,868	73,176
ST. MARY'S	33	70	218,711	100	E	44,292	49,836	55,368	59,796	66,432
ST. MATTHEW'S	28	27	27,752	28	E	44,292	49,836	55,368	59,796	66,432

ST. MICHAEL'S	71	160	251,885	152	D	48,708	54,864	60,948	65,868	73,176
ST. NICHOLAS	17	85	152,849	78	E	44,292	49,836	55,368	59,796	66,432
ST. PAUL'S, OAHU	161	228	102,370	164	D	48,708	54,864	60,948	65,868	73,176
ST. PETER'S	44	91	371,865	156	D	48,708	54,864	60,948	65,868	73,176
ST. PHILIP'S	17	22	20,000	19	E	44,292	49,836	55,368	59,796	66,432
ST. STEPHEN'S	27	47	92,786	53	E	44,292	49,836	55,368	59,796	66,432
ST. THOMAS	10	10	23,153	14	E	44,292	49,836	55,368	59,796	66,432
ST. TIMOTHY'S	133	135	230,765	163	D	48,708	54,864	60,948	65,868	73,176
TRINITY BY/SEA	65	116	207,426	123	D	48,708	54,864	60,948	65,868	73,176
WEST KAUAI	21	55	51,871	40	E	44,292	49,836	55,368	59,796	66,432

ATTACHMENT E

RESOLUTION NO. 10

36th Annual Meeting of the Convention Of the Episcopal Diocese of Hawai`i October 29-30, 2004

Title: Millennium Development Goals Fund

Sponsor: Episcopal Relief and Development of Hawaii

Contact: Susan Thornett

Address: 1280 Aloha Oe Drive, Kailua, HI 9673

Phone: 808-262-7487 (Daytime and Residence) Fax:808-263-0189

Email: thornetts002@hawaii.rr.com

BE IT RESOLVED, pursuant to General Convention Resolution D006, the Episcopal Diocese of Hawai`i commits 0.7% (\$17,500 IN 2005) of its annual budget to fund international development programs which further the United Nations' Millennium Development Goals (MDG's) to:

1. Eradicate extreme poverty and hunger.
2. Achieve universal primary education.
3. Promote gender equality and empower women.
4. Reduce child mortality.
5. Improve maternal health.
6. Combat HIV/AIDS, malaria and other diseases.
7. Ensure environmental stability.
8. Develop a global partnership for development.

BE IT FURTHER RESOLVED, the Justice, Peace and Partnership Department of Diocesan Council shall include those funds in its line item, "Other Outreach Ministries" and allocate them in consultation with the Diocesan Episcopal Relief and Development representative to projects which further the MDG's consistent with the priorities of the Diocese. They shall report those allocations to the Diocesan Council and publicize them throughout the Diocese through the Hawaiian Church Chronicle, the Diocesan website and other means.

BE IT FURTHER RESOLVED, the congregations of the Diocese be encouraged to allocate 0.7% of their budgets to similar international development programs.

RATIONALE/EXPLANATION:

A growing number of dioceses of the Episcopal Church are committing or planning to commit 0.7% of their budgets to international development. Episcopal Relief and Development has programs which follow the MDG's and would made good use of our funds. Establishing this fund would help us as a diocese look beyond our own borders and concerns, and it would

enable us to develop deeper and broader partnerships with groups around the globe seeking to make the world a better, healthier place.

Here follows a more in depth explanation of the MDG's:

The Millennium Development Goals are an ambitious agenda for reducing poverty and improving lives that world leaders agreed on at the Millennium Summit in September 2000. For each goal one or more targets have been set, most for 2015, using 1990 as a benchmark:

1. Eradicate extreme poverty and hunger

Target for 2015: Halve the proportion of people living on less than a dollar a day and those who suffer from hunger.

More than a billion people still live on less than US\$1 a day: sub-Saharan Africa, Latin America and the Caribbean, and parts of Europe and Central Asia are falling short of the poverty target.

2. Achieve universal primary education

Target for 2015: Ensure that all boys and girls complete primary school.

As many as 113 million children do not attend school, but the target is within reach. India, for example, should have 95 percent of its children in school by 2005.

3. Promote gender equality and empower women

Targets for 2005 and 2015: Eliminate gender disparities in primary and secondary education preferably by 2005, and at all levels by 2015.

Two-thirds of illiterates are women, and the rate of employment among women is two-thirds that of men. The proportion of seats in parliaments held by women is increasing, reaching about one third in Argentina, Mozambique and South Africa.

4. Reduce child mortality

Target for 2015: Reduce by two thirds the mortality rate among children under five

Every year nearly 11 million young children die before their fifth birthday, mainly from preventable illnesses, but that number is down from 15 million in 1980.

5. Improve maternal health

Target for 2015: Reduce by three-quarters the ratio of women dying in childbirth.

In the developing world, the risk of dying in childbirth is one in 48, but virtually all countries now have safe motherhood programs.

6. Combat HIV/AIDS, malaria and other diseases

Target for 2015: Halt and begin to reverse the spread of HIV/AIDS and the incidence of malaria and other major diseases.

Forty million people are living with HIV, including five million newly infected in 2001. Countries like Brazil, Senegal, Thailand and Uganda have shown that the spread of HIV can be stemmed.

7. Ensure environmental sustainability

Targets:

- .. Integrate the principles of sustainable development into country policies and programs and reverse the loss of environmental resources.*
- .. By 2015, reduce by half the proportion of people without access to safe drinking water.*
- .. By 2020 achieve significant improvement in the lives of at least 100 million slum dwellers.*

More than one billion people lack access to safe drinking water and more than two billion lack sanitation. During the 1990s, however, nearly one billion people gained access to safe water and the same number to sanitation.

8. Develop a global partnership for development

Targets:

- .. Develop further an open trading and financial system that includes a commitment to good governance, development and poverty reduction — nationally and internationally*
- .. Address the least developed countries’ special needs, and the special needs of landlocked and small island developing States*
- .. Deal comprehensively with developing countries’ debt problems*
- .. Develop decent and productive work for youth*
- .. In cooperation with pharmaceutical companies, provide access to affordable essential drugs in developing countries*
- .. In cooperation with the private sector, make available the benefits of new technologies — especially information and communications technologies.*

ATTACHMENT F

RESOLUTION NO. 21

Withdrawn

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai`i
October 29-30, 2004**

Title: Re-establishing and funding the Campus Missioner position and opening and operating MacCray Center part-time in 2005

Sponsor: Epiphany Episcopal Church and St. Clement's Church Delegates

Contact: Marcus Pottenger

BE IT RESOLVED, that the Emerging Generations Commission (EGC) study the operations of other local campus ministries to find out how they conduct their ministries and their hours of operations, and submit a written report to the Diocesan Council by its March 2005 meeting; and that the EGC make a proposal to the Diocesan Council, by its March 2005 meeting, to develop the Campus Ministry and to create a job description for a part-time Campus Missioner to start no later than August 1, 2005; and that the initial funding for the Campus Missioner position come from the EGC's 2005 budget; and that the Campus Missioner position be subsequently funded as a part of the Bishop's Staff budget in 2006; and that the MacCray Campus Center be opened and operated by a responsible Episcopalian adult on a part-time basis, beginning August 1, 2005; and that initial funding for the adult to open and operate MacCray Center come from the EGC's 2005 budget; and that the EGC and the Youth and Young Adult Department of the Diocesan Council apply for grants from the national Episcopal Church and local charitable foundations, to fund the Campus Ministry in 2006.

The Episcopal Diocese of Hawai`i

2005 Proposed Budget



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

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TOTAL INCOME

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Income				
Assessments	1,590,139	1,417,374	1,539,368	1,539,368
Investments:				
Portfolio (Restricted)	260,400	279,000	283,000	283,000
Portfolio (Unrestricted)	1,851	1,900	2,000	2,000
Harry and Katharine Kennedy Memorial Fund	50,000	50,000	50,000	68,401
Von Holt Fund (Unrestricted)		137,500	152,000	152,000
Ing Fund (Unrestricted)		79,000	85,000	85,000
Catton Fund (Restricted)	37,934	39,500	35,200	35,200
Parke Trust (Unrestricted)	38,658	54,500	49,100	49,100
Prisanlee Fund (Unrestricted)	22,246	23,100	21,600	21,600
Valvon Fund (Unrestricted)	6,630	5,300	6,100	6,100
Total Investments	<u>417,719</u>	<u>669,800</u>	<u>684,000</u>	<u>702,401</u>
Rentals:				
Apartments	65,328	66,000	68,000	68,000
Parking	68,340	68,900	70,800	70,800
Total Rentals	<u>133,668</u>	<u>134,900</u>	<u>138,800</u>	<u>138,800</u>
Interest	2,509	6,100	2,500	2,500
Chronicle Donations (Board Designated)	4,244	7,000	7,000	7,000
Miscellaneous	9,229	10,000	10,000	10,000
Prior Year Surplus		37,194	80,256	80,256
Total Income	<u><u>2,157,508</u></u>	<u><u>2,282,368</u></u>	<u><u>2,461,924</u></u>	<u><u>2,480,325</u></u>

Description of Income & Explanation of Significant Variances

Assessments

The recommended assessment proposed by Diocesan Council for 2005 is 22% and will be based on each congregation's 2003 operating income. Historically, the total assessment is shown below:

YEAR	ASSESSMENT PERCENTAGE
1991 to 1994	23%
1995	26%
1996 to 2000	25%
2001	24%
2002	23%
2003	23%
2004	22%
2005	22% proposed

Investment Income

Income from the Portfolio (Unrestricted), Von Holt and the Ing Fund represent a 5% total return distribution. Income from the Portfolio (Restricted) is primarily from the Episcopate Endowment Fund. The distribution is limited to the expenses related to the Office of the Bishop, (which includes his executive assistant. The distribution from the Harry & Katharine Kennedy Memorial Fund is to subsidize the planting of St. Nicholas mission. No distribution was available from the Von Holt Fund in 2003, because its market value was slightly above principal. The diocese is the beneficiary of the investment income from the Catton Fund, Parke Trust Prisanlee Fund and Valvon Fund. We do not have investment management oversight of these funds. The Catton Fund income is restricted by the donor for retired church workers. All investment income is net of investment fees (management and custodial fees).

Rentals: Apartments

This is the rental income from the Diocesan-owned apartments at Queen Emma Square. The budget reflects a 3% increase in rental income.

Rentals: Parking

This income is from the Priory's rental of parking spaces in the parking lot behind the Diocesan offices.

Interest

This represents the interest on Diocesan cash accounts.

Chronicle Donations

This represents income to support the publication of the CHRONICLE.

Miscellaneous

This represents miscellaneous gifts and other income.

TOTAL EXPENDITURES

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Expenses				
Congregational Transformation & Evangelism				
Congregational Growth & Health	368,816	411,400	696,105	505,700
Other Ministries	62,563	92,552	115,090	91,900
Sub-Total	431,379	503,952	811,195	597,600
Justice, Peace & Partnerships				
Program Costs	24,129	47,898	74,600	49,600
Sub-Total	24,129	47,898	74,600	49,600
Office of the Bishop				
Episcopate	258,433	277,303	281,180	281,180
Staff	469,613	470,000	500,000	450,000
Other	64,256	103,000	84,000	84,000
Sub-Total	792,302	850,303	865,180	815,180
Resource Development				
Nation & World	320,891	332,442	373,277	373,277
Retirees	37,934	39,500	35,230	35,230
Diocesan Support Expenses	296,820	318,334	347,300	347,300
Debt Reduction	55,806	47,080	126,638	126,638
Sub-Total	711,451	737,356	882,445	882,445
Young Adults and Youth				
Program Costs	117,991	142,859	173,500	135,500
Sub-Total	117,991	142,859	173,500	135,500
Total Expenses	2,077,252	2,282,368	2,806,920	2,480,325
Surplus/(Deficit)	80,256	0	-344,996	0

CONGREGATIONAL TRANSFORMATION & EVANGELISM

CONGREGATIONAL HEALTH & GROWTH

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Congregational Support				
Christ Memorial, Kilauea	4,100	4,100	35,000	4,100
Emmanuel, Kailua	10,000	15,000	20,000	20,000
Grace, Molokai	43,800	43,800	51,000	48,000
Holy Cross, Malaekahana	12,581	12,000	75,555	7,800
Holy Innocents, Lahaina			20,000	20,000
Resurrection/St. Columbas, B Island	22,922	24,000	38,800	38,800
St. Augustine's, Kohala	20,000	24,000	25,500	19,100
ST. Clements, Honolulu			30,000	15,000
St. George's, Pearl Harbor	30,000	25,000	25,000	20,000
St. John's By-The-Sea, Kahalulu	27,500	40,000	35,000	35,000
St. Jude's, Ocean View	6,000	5,500	20,000	10,000
St. Matthew's, Waimanalo	19,500	15,500	30,000	20,000
St. Nicholas, Kapolei	57,000	57,000	104,000	98,200
St. Philip's, Maili	20,000	25,000	36,250	7,800
St. Stephen's, Wahiawa	25,000	25,000	28,000	28,000
West Kauai	18,000	18,500	30,000	30,000
Subtotal Grant	316,403	334,400	604,105	421,800
Congregational Health & Growth	39,593	47,000	47,000	35,000
Emergencies & Opportunities	12,820	30,000	45,000	48,900
Total Congregational Support	368,816	411,400	696,105	505,700

CONGREGATIONAL HEALTH & GROWTH

Individual Congregation Line Items

These line items financially support congregations (missions and parishes) to meet the necessities of congregational life. The requests are reviewed with the parochial reports and investment portfolios of the applying congregations. The Congregational Health & Growth Commission's recommendations regarding funding are based upon the congregation's ministries, evidence of movement toward self-sufficiency through stewardship, evangelism efforts, and proposals to undertake innovative ministries based on an awareness of diocesan and local priorities.

Congregational Health & Growth Commission

This line item funds the Commission created to provide diocesan support for the churches of all sizes by means such as expert consultation and training events both local and national. The work of the Commission would include, but not be limited to: promotion of five year planning cycles for congregations, small conferences, Start Up Start Over follow up and continuing church development education. The Commission encourages ministries to ethnic groups that have been underrepresented and to help the diocese become more multicultural and deliberately inclusive of new groups. The commission also helps equip individuals and congregations to live their baptismal covenant through spreading the Good News of Jesus Christ. The commission oversees the training events and ministries that help individuals and congregations invite the unchurched to join the fellowship of Christ.

Emergencies & Opportunities

This line item provides funds to meet the changing needs and emergency requests of congregations. This is especially important for congregations coping with operational needs while calling new clergy whose salary packages are difficult to project. It is also intended to help congregations that have had unpredictable changes in finances and leadership.

OTHER MINISTRIES

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Christian Formation	23,595	29,800	25,000	18,000
Church Leaders Conference	10,028	0	18,000	14,000
Commission on Native Hawaiian Ministries	9,131	10,000	14,500	10,000
Continuing Education	120	6,650	1,400	1,400
Episcopal Camps & Conference Cntr	9,022	0	0	
Ministries Training (Canonical)	781	2,290	0	
Ministry Development		20,000	32,940	32,000
New Ministries	0	2,212	0	
Planned Giving	2,055	4,600	4,550	4,500
Stewardship Commission	7,831	17,000	18,700	12,000
 Total Other Ministries	 <u>62,563</u>	 <u>92,552</u>	 <u>115,090</u>	 <u>91,900</u>

OTHER MINISTRIES

Christian Formation

The Christian Formation Commission (CFC) seeks to facilitate a network of people of all ages willing to share their stories, to provide resources for congregations and other diocesan groups, to identify, publicize and provide leadership training events, and to communicate and work with ministry groups beyond the Diocese. The funds will be used for training for such programs as Alpha, Catechesis of the Good Shepherd, Disciples of Christ in Community, and Education for Ministry; for scholarship for each congregation to attend the Hawaiian Island Ministries conference; for training events/conferences on the regional, diocesan, provincial or national levels; and for congregational resource materials and various administrative costs.

Church Leaders Conference

This line item provides the funding for annual training for vestry/bishop's committee members and other congregational leaders.

OTHER MINISTRIES

Commission on Native Hawaiian Ministries

This line item funds the Commission created in 1990 to train leaders of native Hawaiian ancestry and to be a focus for opportunities to minister to communities of Hawaiians in all congregations. CONHM works to bridge the gap between the native Hawaiian language and culture and the dominant Western language and culture to facilitate the acceptance, understanding, and proper implementation of the former. In addition, through meetings, conferences, shared ministries and other exchanges with the Anglican Indigenous Network (AIN), the Episcopal Council on Indigenous Ministries (ECIM), and the Indigenous Theological Training Institute (ITTI), this Commission maintains close contact with other indigenous peoples and their faith communities throughout the United States and other parts of the world. CONHM also offers various opportunities for education and mission.

Continuing Education Commission

This commission is responsible for encouraging clergy, lay leaders, and lay professionals to seek religious, professional, and personal growth continuing education opportunities, as well as provide an annual continuing education event and provide oversight for this program.

Episcopal Camps & Conference Center

This is not a commission of the diocese. Funding is provided under Camps & Conference Commission

Ministries Training (Canonical)

This line item provides funding for the meeting of the training requirements as stated in Canon 3, "to equip and empower all ministers of the Diocese...." Specific programs of training will be provided for lay Eucharistic Ministers and for Eucharistic Visitors. Funding for this line item in 2005 is included under Ministry Development

Ministry Development

This line item funds clergy and clergy spouse conferences, seminarian financial support, deacons' gatherings, the needs of the Commission on Ministry, and the background checks for candidates for positions in mission congregations or on the Bishop's staff. These funds are administered by the Bishop's staff and by committees/task forces specially appointed by the Bishop for a particular activity or ministry.

New Ministries

This line item will permit the department to allocate funds to new ministry opportunities which may arise during the course of 2005.

Planned Giving

Priorities for 2005 include visiting congregations to increase awareness of planned giving and gift planning, develop a network of lay and ordained persons throughout the diocese and prepare a comprehensive plan for planned gifts, donor identification and grant writing.

Stewardship Commission

This line item funds the work of the Commission that equips congregations and individual Christians to be responsible stewards of our time, talent and treasure to support the spread of the Good News, the seeking of Christ in all persons. This Commission oversees the training events and ministries that help congregations develop effective local stewardship programs.

JUSTICE, PEACE & PARTNERSHIPS

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Anglican Congress	0	0	20,000	10,000
Companion Diocese	9,291	10,000	12,000	8,000
Diversity Commission	1,450	7,350	5,200	5,200
Ecumenical/Inter Faith Relationships	0	0	2,000	2,000
Episcopal Relief & Development Fd.	677	0	1,000	1,000
Other Outreach Ministries	6,000	20,000	27,500	17,500
Provincial Synod Delegate Support	0	2,058	3,400	3,400
Sexual Misconduct Prevention/Response	2,027	3,490	3,500	2,500
Hawaii Program for Formation of Spiritual Directors	4,684	5,000	0	0
Total Justice, Peace & Partnerships	24,129	47,898	74,600	49,600

JUSTICE, PEACE & PARTNERHSHIPS

Anglican Congress

Funds are being accumulated over four years to send eight delegates to the 2008 Anglican Congress scheduled to be held in South Africa. The estimated cost is \$80,000 and the 2005 allocation is \$10,000.

Companion Diocese

This line item funds the work of the Commission overseeing the companion diocese relationship with the Diocese of Okinawa. This ministry includes exchanges with our companion diocese. This is the final year of companion diocese relationship with the Diocese of Okinawa.

Diversity Commission

This Commission seeks to create on-going dialogue on racism, facilitate respect for diversity and promote healing, reconciliation and transformation in the members and institutions of the Diocese. This line item will provide funding for a clergy and lay workshop, training/facilitator re-certification and needed resources for congregations and individuals.

Ecumenical/Inter Faith Relationships

This line item is to fund ecumenical and inter faith activities in Hawaii.

Episcopal Relief and Development Fund

This line item has funded the work of the Diocesan Coordinator for the Episcopal Relief and Development Fund and the materials needed to support that ministry. In 2004, it was funded through the Other Outreach Ministries line item.

Other Outreach Ministries

This line item funds the outreach and social justice ministries of the Diocese through congregations and to provide the means to initiate new ministries in congregations. In 2003 money was granted to Strength for the Journey for people living with AIDS and their caregivers and funds went to Operation Backpack, a joint project of the Diocese, the ELCA and Pacific Health Ministries for outreach to homebound senior citizens and homeless.

Provincial Synod Delegate Support

This allocation is to support the expenses for our two delegates to attend. Synod delegates and alternates are appointed by the Bishop from our General Convention Deputies and confirmed by the Diocesan Council. No Synod was held in 2003, due to General Convention being held in the same year.

Sexual Misconduct Prevention/Response

The funding covers the training and travel costs of those who attend the identification and prevention classes as well as the cost incurred by the trainers. This training is required by national canons.

Hawaii Program for Formation of Spiritual Directors

This program is now complete.

OFFICE OF THE BISHOP

EPISCOPATE

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
BISHOP				
Auto Allowance	6,041	6,041	6,041	6,041
Election Process	11,000	17,000	13,300	13,300
Executive Assistant	54,623	56,281	58,123	58,123
General Convention Travel	3,200	3,200	3,160	3,160
Hospitality	9,243	10,300	10,500	10,500
Income Replacement Plan	360	0	0	0
Keyman Insurance	622	622	622	622
Medical Insurance	10,677	11,800	13,700	13,700
Pension	21,212	21,212	21,903	21,903
Salary & Housing	110,846	110,846	114,503	114,503
SECA	7,001	7,001	7,178	7,178
Travel & Continuing Education	22,661	31,800	30,650	30,650
Worker's Compensation Insurance	947	1,200	1,500	1,500
Total Episcopate	258,433	277,303	281,180	281,180

EPISCOPATE

Bishop

This constitutes the compensation and benefits received by our Diocesan Bishop. The costs for the Episcopate are fully funded by the Episcopate Endowment fund.

Election Process Fund

This fund was established to accumulate monies for electing a new bishop. It is financially prudent to make annual allocations. Since the current balance only approximates \$92,000, an annual allocation of \$13,300 is needed to accumulate funds for the next election.

General Convention Travel

This represents the annual allocations for the travel and meeting costs for the Bishop to attend the General Convention.

Travel & Continuing Education

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

STAFF

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
(Including Pension & other Benefits)			500,000	450,000
Administrative Assistant	46,593	48,767		
Canon for Ministry *		60,461	0	0
Canon to the Ordinary	94,845	98,124		
Communications/Development Ofc.	27,142	40,011		
Treasurer/Finance Officer	105,565	109,790		
Financial Assistant/ Secretary	57,859	60,924		
MIS Clerk	0	32,426		
Program Officer *	88,427	7,707	0	0
Staff Continuing Education	2,453	6,000		
Temporary Help	6,613	5,790		
Youth/Young Adult Coordinator *	40,116	0	0	0
Total Staff	469,613	470,000	500,000	450,000

* These positions are not budgeted for in 2005

STAFF

This represents the compensation and benefits of all of the members of the Diocesan Staff , excluding the Bishop and his Executive Assistant, which is included under the Office of the Bishop-Episcopate. The 2005 budget includes a block amount of \$11,900 for salary increases and is unallocated pending the Bishop's review.

The Canon for Ministry position was not filled in 2004. The funds budgeted in 2004 will be used to support staff with their added responsibilities.

OTHER

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Hawaiian Church Chronicle	30,473	35,000	34,000	34,000
Information Technology	19,644	45,000	36,500	36,500
Strategic Plan Expenses	13,093	20,000	10,000	10,000
Travel	1,046	3,000	3,500	3,500
Total Other	64,256	103,000	84,000	84,000

OTHER

This budget represents three areas of communications: Print media, the *Hawaiian Church Chronicle* diocesan newspaper, public relations/brochures, flyers etc., and information technology, which includes all electronic media.

Hawaiian Church Chronicle

Print includes production and delivery of the *Hawaiian Church Chronicle* in partnership with *Episcopal Life*. This partnership includes data entry, subscriber list maintenance, customer service, set-up, production, printing, postage and mailing by *Episcopal Life* staff and AFL Printing. Production includes editing and layout of 10, 8-page issues/year, full color front and back, and occasionally center spread. It also includes stipend for layout and graphic design and contingency for production of flyers, brochures and advertising/special interest materials.

Information Technology

The Web/Electronic media budget includes development of web, e-mail, and electronic communications strategies. Ongoing website design (with West Coast Technologies) and Internet host server (tierranet.org –contracted through West Coast Technologies). It also includes projected software programs, updates, and travel for implementation. The budget includes cost of the Oceanic cable contract, estimated cost of computer network upgrade and administrative software, hardware and technical support for MIS clerk and communication functions.

Strategic Plan Expenses

The 2005 budget is for the implementation of the Strategic Plan.

Travel

This amount includes cost for conference/educational/networking opportunities and delivery of services for neighbor Island and travel for Communications and MIS committees.

RESOURCE DEVELOPMENT

NATION & WORLD

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
General Convention Deputy Support	15,484	16,100	16,600	16,600
National Church Quota	291,400	301,214	340,339	340,339
Provincial Quota	14,007	15,128	16,338	16,338
Total Nation & World	<u>320,891</u>	<u>332,442</u>	<u>373,277</u>	<u>373,277</u>

NATION & WORLD

General Convention Deputy Support

Funds are accumulated over three years annually and held in reserve to support the eight deputies and two alternates from our Diocese to attend the General Convention. The 2006 General Convention will be held in Columbus, Ohio.

National Church Quota

This is the assessment we pay to the national church to contribute toward its work and ministry. It is based on Diocesan income, which includes parochial giving, unrestricted operating investment income and restricted investment income used to pay operating expenses for the respective years. The National Church asking is computed at a flat rate of 21% of the Diocesan income less a \$100,000 exemption. The 2004 assessment is based on 2002 diocesan income. The 2005 assessment is based on 2003 diocesan income.

Provincial Quota

Hawaii is part of Province VIII of the Episcopal Church, and this is the assessment we pay to help with Provincial programs and administration. The quota is based on an asking from our Province.

RETIREES

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Medigap Program	24,900	26,000	21,300	21,300
Pension Supplements	13,034	13,500	13,930	13,930
Total Retirees	<u>37,934</u>	<u>39,500</u>	<u>35,230</u>	<u>35,230</u>

RETIREES

Medigap Program

The Diocese subsidizes a portion of the Medigap insurance benefits to eligible retired clergy and their spouses.

Pension Supplements

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

The 2005 budget reflects a 3.3% increase as recommended by the Compensation Review Committee. No new retirees will be added to this supplemental plan because current retirement programs provide adequately for retirees.

DIOCESAN SUPPORT EXPENSES

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Audit Expenses	21,496	23,400	46,000	46,000
Cathedral Expenses	80,900	81,790	83,400	83,400
Chancellor's Expenses	1,311	1,600	1,600	1,600
Diocesan Convention	7,719	15,500	14,300	14,300
Directors & Officers Insurance	2,991	3,437	25,000	25,000
Legal & related expenses	34,230	8,000	10,000	10,000
Meetings: Other	3,664	4,500	4,600	4,600
Meetings: Travel	36,775	42,000	39,700	39,700
Miscellaneous: PB Visit	481	6,157	0	0
Office Expenses	64,438	67,800	68,300	68,300
Property Maintenance	31,492	49,350	40,600	40,600
Property Taxes	5,042	4,900	5,300	5,300
Staff Travel & Related Expense	6,281	8,900	7,500	7,500
Treasurers' Consultations	0	1,000	1,000	1,000
Total Diocesan Support Expenses	296,820	318,334	347,300	347,300

DIOCESAN SUPPORT EXPENSES

Audit Expenses

Each year, as required by the Canons, a certified public accounting firm audits the diocesan financial records and prepares a report. The 2004 budget does not include funding of mission congregation audits.

Cathedral Maintenance

The Diocese pays a portion of the Cathedral's maintenance budget because of the presence of Diocesan offices in their facilities and the Diocesan use of the buildings for meetings. In this way, the Diocese as a whole helps support the Cathedral of our Diocese. The Diocesan Bishop is the "Rector" of the Cathedral.

Chancellor's Expenses

The Chancellor of the diocese uses this allocation for participation in the Western Chancellors' Conference, a computer research service and certain publications for the legal assistance given to the Diocese and its congregations and institutions.

DIOCESAN SUPPORT EXPENSES

(Continued)

Diocesan Convention

This covers the unreimbursed cost of holding the annual Diocesan Convention including area meeting costs, convention meeting costs, supplies, materials, postage, and Makule e Akamai award expenses (included under Formation Department in prior years). This cost is net of registration fees/meals and shared travel cost.

Directors & Officers Insurance

This is liability insurance to insure The Episcopal Church in Hawaii, its directors and officers. The increase in premium is due defending claims throughout the diocese in 2003 and 2004.

Legal & Related Expenses

This represents legal and related costs incurred by the diocese.

Meeting Costs: Other

These funds are for incidental costs for groups that meet for an entire day.

Meeting Costs: Travel

This represents travel costs for the neighbor island members, of Commissions and Committees.

Miscellaneous

This 2004 Budget amount represents the travel and meeting costs for the Presiding Bishop's visit to Hawaii in 2004. It also includes travel for neighbor island representatives to travel to Oahu for a meeting with the Presiding Bishop.

Office Expenses

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

Property Maintenance

This represents the maintenance of the apartments owned by the Diocese and includes utilities and repairs of apartments (Duplex and Cluett), the McCray Center and Office of the Bishop, Insurance (property, liability, & auto) and General Excise Tax.

Property Taxes

The Diocese pays the property taxes on the rental income from parking and apartments.

Staff Travel and Related Expenses

As part of their ministries, members of the Bishop's staff, travel to other islands and to the mainland for meetings, consultations and church related programs.

Treasurers' Consultations

This represents travel costs for the new treasurers from all our congregations to meet with the Diocesan Treasurer on matters relating to their duties and responsibilities.

DEBT REDUCTION

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Ing Gift Restoration-Capital Growth	8,659	7,080	4,871	4,871
Ing Gift Restoration-Principal Payment	47,147	40,000	121,767	121,767
Total Debt Reduction	55,806	47,080	126,638	126,638

DEBT REDUCTION

Ing Gift Restoration

We received a \$1.3 million unrestricted gift from the Mary Ing Trust in 1994. We used \$1 million to pay down the EHH debt, & allocated \$300,000 to restore St. Barnabas' building fund. The Ing Gift Endowment is being repaid by annual allocations from the operating budget, effective 1999. In 2003, we received \$ 691,086 being the proceeds from our claim in the EHH bankruptcy. This amount was used to repay the Ing Gift Endowment Fund. The Ing Gift Restoration (Capital Growth only) line item in the budget represents the projected appreciation (4%) on the Ing Gift, if the \$1.3 million (less repayments) was invested in the Diocesan Portfolio. As of 6/10/04, the balance owing to the Ing Fund is \$141,767.

YOUNG ADULTS AND YOUTH

	2003 ACTUAL	2004 BUDGET	2005 REQUEST	2005 PROPOSED BUDGET
Camps & Conference Commission	40,995	46,750	20,000	12,000
Emerging Generations	76,232	91,309	149,500	119,500
Episcopal Schools Commission	764	4,800	4,000	4,000
 Total Young Adults and Youth	117,991	142,859	173,500	135,500

YOUNG ADULTS AND YOUTH

Camps & Conference Commission

With the responsibility for providing the Summer Camp Programs at Mokuleia and PECUSA as its main focus, this commission looks to developing additional programs that will introduce individuals to Christ, as well as take those already in the Body to new levels of service as together we live out our Baptismal Covenant. This line item is for the support of Summer Programs at the two camps, camper scholarships and conference costs, such as Men's Retreat and ECW Retreat.

Emerging Generations

This commission builds relationships and Christian community among the students, faculty and staff within the institutions of higher learning. This will be accomplished through the use of the new MacCray Center at UH Manoa with student gatherings, worship services and mission focused events, as well as by attending provincial and national gatherings and by providing for the professional and personal development of the Campus Missioner.

This commission strives to model a Christian community to be extended within regions and congregations of the Diocese as it assists congregations in the formation of youth and youth leaders. Annual activities include: a newsletter, Jr. and Sr. High Retreats, New Beginnings, Happening, Adult Leadership Training events, a Mission Trip in the Diocese, Provincial Youth Events, and the Episcopal Youth Event.

This commission seeks to develop a network of young adults on all islands while supporting congregations in their development of young adult ministries and provide programs at the diocesan level that focus primarily on spiritual ministry and coping spiritually with issues of social justice. The commission will sponsor Vocare and will be planning a diocesan wide Young Adult Event.

Episcopal Schools Commission

By maintaining communications with our various Episcopal schools in the islands, this commission is working to provide a training workshop for school heads, and to promote awareness of the Bishop's Scholar Program.

RESOLUTION NO. 2

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai`i
October 29-30, 2004**

Title: Task Force on Clergy Recruitment, Retention and Professional Development

Sponsor: Diocesan Compensation Review Committee

Contact: Lee Carson, Chair

Address: 229 Queen Emma Square, Honolulu, HI 96813

Phone 550-0135 Fax: Same

Email: RLeeCarson@Hawaii.rr.com

BE IT RESOLVED, that the Bishop appoint a Task Force to prepare a report on clergy recruitment, retention and professional development with definitive recommendations to be presented to the 37th Annual Meeting of the Convention of the Diocese of Hawai`i;

BE IT FURTHER RESOLVED, this Task Force shall include members from the Diocesan Council, Commission on Ministry, the Compensation Review Commission, and others at the Bishop's discretion; and

BE IT FURTHER RESOLVED, that this report give special attention to funding implications for the Diocese and congregations, and address but not be limited to the following concerns:

1. Priests continue to be in the lower echelon of professional wage earners, which is magnified when one considers the additional education required of our Episcopal clergy as it compares to salaries earned by other advanced degree earners such as MBAs, attorneys, and the like.
2. Our Diocese is generally viewed as an "entry-level Diocese" because of the average size and wealth (or lack thereof) of our congregations.
3. As our churches conduct searches for new priests, they invariably find they will have to pay their new priest much more than the previous priest, due in part to the fact that many new priests come from mainland dioceses with higher salary scales.
4. Issues such as the high cost of housing and other increased general living expenses in Hawai`i factor into the level of interest from priests on the mainland when a search is being conducted.
5. The quality of our public school system drives many incoming priests to look to private schools for their children's education – another cost component not necessarily already a part of the priest's family budget.
6. The cost and distance from family on the mainland causes many priests to feel isolated here, unable to participate in family events.
7. The cost and distance from the mainland may cause some priests to feel "trapped", unable to apply for or be interviewed for, posts in other dioceses.

RATIONALE/EXPLANATION:

The Diocesan Compensation Review Committee has been studying compensation and benefits packages for clergy across the nation. The items noted in the resolution are reoccurring issues facing clergy and congregations in our Diocese.

These findings concern us. We want to ensure that enough financial security is provided our clergy and their families so that they are able to fulfill their calling without undue financial burden. Financial security encompasses both salary and quality of life issues.

Through discussions with the Commission on Ministry and the Canon to the Ordinary (particularly in regards to recent deployment discoveries), your Compensation Review Committee is concerned about the following quality of life issues (listed in no particular order):

1. Assisting with children's educational needs, both at the primary and secondary levels of education. "Assisting" can mean, among other things:
 - a. Ensuring clergy are aware of the better public schools in the community.
 - b. Helping with private school tuition costs in areas where public schools are not able to meet the needs of the family.
 - c. Ensuring clergy are aware of various financial aid and scholarship opportunities at both levels of education from the schools and from the Bishop's office.
2. Providing continuing education opportunities, including covering seminar costs, and travel costs if applicable.
3. Ensuring funding is annually set-aside for sabbaticals, and ensuring priests avail themselves of the opportunity to take a sabbatical when earned.
4. Providing for an equity housing allowance for those clergy who are housed in rectories, and ensuring that the clergy are actively analyzing (with the help of real estate professionals) the best use of their housing allowance given their specific tax situation.
5. Assisting with paying off seminary loans.
6. Assisting with travel costs to mainland for family emergency and visitation purposes.
7. Ensuring clergy are allowed and take spiritual days for their own well being.
8. Assisting clergy spouses with exploring career opportunities in Hawai'i.

Thank you for allowing us this venue to share with you the work we have been conducting on your behalf.

Committee Members:

The Rev. Patton Boyle, Lee Carson, the Rev. Marvin Foltz, the Rev. Paul Kennedy, Dot Shigemura, the Rev. Hollis Wright, Peter Pereira

ATTACHMENT I

RESOLUTION NO. 3

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai'i
October 29-30, 2004**

Title: Retitling Makule E Akamai Award
Sponsor: Nancy Shim-Au
Contact: Nancy Shim-Au
Address: 2963 Ala Oliko Place, Honolulu, HI 96818
Phone: (Daytime) 839-4798 (Residence) 839-4798
E-mail: None

BE IT RESOLVED, that the Makule E Akamai award be retitled to "Mahalo Award" without restrictions to one's age – 65 or older.

RATIONALE/EXPLANATION:

Perhaps there are others in the parish family who can offer a better title? The current title evokes a sense of being an aged person. In my opinion 65 and older should not denote that the recipient is "ancient." There are so many parishioners who contribute their skills, talents, and investment of time and energy from a wide range of chronological ages who deserve to be recognized and acknowledged. Therefore, please consider retitling the award to something more appropriate and one which conveys a positive tone without a reference to one's age. Thank you very much.

/s/ Nancy Shim-Au

ATTACHMENT J

RESOLUTION NO. 4

36th Annual Meeting of the Convention of the Episcopal Diocese Of Hawai`i October 29-30, 2004

Title: Funding and Formation of Future Priests

Sponsor: Commission on Ministry

Contact: The Rev. Elizabeth Beasley, Chair, COM

Address: P.O. Box 248; Kapa`a, HI 96746

Phone: (Daytime) (808) 822-4267 (Residence) (808) 822-4254

E-mail: revliz@earthlink.net Fax: (808) 821-2417

BE IT RESOLVED, that a joint Task Force of the Commission on Ministry and Diocesan Council prepare a plan to pay from the regular Diocesan budget by 2009 the entire tuition costs for all seminarians sponsored by the Diocese of Hawai`i as postulants or candidates for ordination to the priesthood at accredited seminaries of the Episcopal Church in the United States of America and as approved by the Bishop, or at other institutions/programs of theological education specifically recommended by the Commission on Ministry and approved by the Bishop;

BE IT FURTHER RESOLVED, that this plan makes provision for funding alternative means of formation for those postulants and candidates not in a three-year seminary track of preparation for ordination to the priesthood;

BE IT FURTHER RESOLVED, that this plan includes provision for two-year curacies (ministry formation) in congregations in the Diocese in Hawai`i for newly ordained transitional deacons (i.e., those preparing for ordination to the priesthood) who are canonically resident in the Diocese of Hawai`i. Such curacies shall be under the tutelage of experienced priests with the costs of cash stipends and pension payments for the curates borne from the regular Diocesan budget and the remainder of the cost by congregations; and

BE IT FURTHER RESOLVED, that a report with this plan and specific recommendations for its implementation be presented for action to the thirty-seventh annual meeting of the Convention of the Diocese of Hawai`i.

RATIONALE/EXPLANATION

The current system of funding the education of those preparing for ordination to the priesthood has failed and leaves newly ordained priests with education debt while expecting them to work for the lowest salaries.

For example, we currently have a seminarian at Seabury-Western Theological Seminary, Evanston, Illinois. That institution listed the following fees for last year:

Seabury-Western Theological Seminary Tuition & Fee Schedule for 2003–2004 Academic Year:

Tuition \$13,500

Books and Supplies \$1,700

Health Insurance \$2,276 — for 12 months clinic and hospital

Student Body Fee \$160

General Fee \$1,560

Miscellaneous (including laundry, telephone, etc.) \$2,500

Transportation \$2,000

Tuition and fees are paid on a quarterly basis at registration.

Dormitory for 3 quarters (includes full meal plan — 15 meals per week): \$5,691

Apartment Prices per month:

- Efficiency \$530
- One bedroom \$670
- Two bedroom \$780
- Three bedroom \$935
- Four bedroom \$1,030

These costs are typical of the seminaries. Scholarship aid is limited. Dioceses and congregations help in limited ways. The Diocese of Hawai'i, for example, provides \$1,000 a semester to offset tuition costs, and we arrange one visit per year back to the Diocese to meet with the Commission on Ministry. The seminarian must come up with the balance through savings, outside grants, and loans. In the end, our newly ordained, seminary-trained priests often leave seminary with huge debts.

The Diocese is exploring alternative means for a person to receive theological education locally. Currently, however, in addition to having to pay the fees for such courses, with little or no support from the Diocese, the individual in such a process of formation faces added costs through lost wages.

Our current system discourages viable younger candidates from going to seminary while they hold the burden of undergraduate education debt. It also provides no means to help newly ordained priests to return to the Diocese by offering them positions as curates (assistants) to continue their formation for ministry. Many of our congregations have need of a clergy assistant, but are unable to afford the cost of a second full-salary priest.

This resolution calls for a plan to alleviate these shortcomings in our system.

On behalf of the Commission on Ministry
/S/ ELIZABETH P. BEASLEY

ATTACHMENT K

Bishop's Address to the 36th Annual Meeting of the Convention The Episcopal Diocese of Hawai'i Friday, October 29, 2004

It is a blessing to be with the diocesan ohana again this evening. I look forward to our continuing ministry together. This is an important time in the life of this diocese. I am blessed that God has called me to be your bishop. As many of you know, our own Bettye Jo Harris of St. Christopher's Church, Kailua, Oahu, is a member of the Presiding Bishop Nomination Committee. Let me assure you that given my current age and personal experience in the Presiding Bishop's office, I will not be a candidate for that position under any circumstances. I am called to continue as the Bishop of Hawaii. Some things in my life are changing. Dee is retiring as the President of ProMeet, Inc., and closing her business at the end of this calendar year.

It has already been announced on our Diocesan Web Site that I have appointed, as stated in my address to last year's Annual Meeting, a Task Force to study the issue of the blessing of same gender relationships. Its first objective is the development of a model process that we can use in small groups throughout the Diocese to discuss the issue and related topics. The Task Force is already meeting and reading a stack of papers and books on the theology and history of marriage, blessing, covenant, and the life of commitment in a Christian community. The membership is diverse, and has my support in taking their time to work through this process. The current members are Faith Shiramizu (All Saints Church, Kapaa), Mary Carpenter (St. Clement, Honolulu), Don Botsai (Epiphany), the Rev. Thomas Yoshida, and the Rev. Robert Fitzpatrick. Please feel free to contact them with your suggestions or concerns.

I have scheduled a series of meetings for diocesan and congregational leaders throughout the Diocese to discuss the Windsor Report of the Lambeth Commission on Communion and its implication for our Diocese, the Episcopal Church, and the Anglican Communion. Last week Thursday I sent letters of invitation to clergy and wardens, and members of the Diocesan Council and the Standing Committee. This is the beginning of a process that the Commission has recommended in its Report. I anticipate follow-up meetings here in the diocese. The House of Bishops has adopted a plan to study the Report, and this will culminate at a special meeting of the House in January 2005.

I don't watch much television. I do watch some of the early morning and late night news programs, segments of an occasional sporting event, and brief clips of movies. Recently I became curious as to why people like to watch the "make over shows" of reality television. I wondered why people apply to be the object of makeovers. I have been told that if you have seen one of these makeover shows you have seen them all.

About a month ago, I decided to watch one of these makeover shows. In that show, a Los Angeles family had their home made over. While this makeover was being done, they were sent off to a resort hotel to relax and enjoy themselves. Having told the builders what their dream home would be like, they vacate their residence; so others could do the work of improving their home. The program concludes with the return of the family to

their totally reconstructed home, and they are totally overwhelmed by the changes. Total strangers transformed their home in ways that the family never thought possible. For me it was tragic that the family had nothing whatsoever to do with the makeover. They arrived home to a completed project having had no involvement.

I have been told that there are other makeover shows that involve personal involvement to varying degrees. Other programs demand physical participation of your body. Others require “sweat equity” where individuals participate in the makeover by doing different tasks, including plastic surgery or drastic weight loss. Occasionally, individuals quit or stop the makeover process because the physical or emotional pain required for the transformation is too great.

At this 36th Annual Meeting of the Convention of The Episcopal Diocese of Hawai`i, you and I must make thoughtful and informed decisions about the future of the Church in Hawai`i. We will decide as to whether or not we will “makeover” the Diocese of Hawai`i for the purpose of Mission.

Until recently I have told clergy candidates seeking positions in Hawai`i that we were a “diocese in transition”. If they could not exercise effective and faithful ministry in a diocese in transition, don’t accept the call or appointment. We have been in that transition since 1969 when we became a domestic diocese. That transition has been a seemingly endless pilgrimage of ambiguity, disappointment, fears, and uncertainty. Thirty years of transition is long enough. It is time for accountability and responsibility. For the past eight years of my episcopate, the leadership of this diocese and I have struggled to move this diocese through this transition. It has not been easy. We have not been without our critics. It feels like we have crawled forward inch by inch. There have been times when we have gone two inches forward, and then gone one and a half inches backwards. But we have risked undertaking new ministry initiatives and experienced success. The “Don’t Miss the Boat” and “Krispy Kreme and Coffee” programs resulted in new youth initiatives and leadership during this year. The Oahu summer volleyball league and the environmental work day at Waimea Bay Park are two such programs. St. John’s By-the-Sea provided the leadership and the idea for the environmental day that was expanded to include a youth group from Boston, MA, and other Oahu young people. The idea and leadership for the Summer Volleyball League came from St. Clement’s and the Cathedral. These small beginnings must give way to new and larger dreams and ministry. Today we begin with the active participation of forty young people in this Annual Meeting. Be prepared to give way to their dreams.

Tragically, we continue to engage in regressive unhealthy behavior demeaning the dignity of others and encouraging or fostering division. It disturbs and grieves me that we continually demonize, devalue, and judge others in these words from last Sunday’s Gospel: “I am not like those people.” We have made people, organizations, and congregations the issue and objects of anger. We act as if we were competing for power and superiority, rather than living the promise of our baptism to respect the dignity of all persons and to seek and serve Christ in all persons. The Diocesan Council has been blamed for raising the assessment when in reality they have lowered the assessment

percentage to its lowest level in decades. No more blaming. It is time for accountability and responsibility.

I challenge this 36th Annual Meeting of the Convention of The Episcopal Diocese of Hawai`i to make decisions that will finally “makeover” or “re-form” for the future mission of the Church in Hawai`i. The majority of our resolutions address some aspect of mission for The Episcopal Diocese of Hawai`i. Adoption or rejection of any resolution has great implication for the future of this diocese. These are resolutions that cannot be acted upon and forgotten. Once we decide, we will have crossed the “threshold” for the makeover of the Church in Hawai`i. We will have taken down the walls. It is time to raise the roof.

Two years ago at the 34th Annual Meeting, we adopted a resolution that has led to the Report of the Strategic Planning Task Force and four resolutions. I hope that you carefully read the Report and each resolution, and were engaged in our Special Order of Business this afternoon. Four years ago I described my vision for the kind of Diocese that I would like us to become and in which I would be proud to serve. I have studied the Report and the resolution in light of these characteristics for our Diocese:

- The Diocese of Hawai`i is “mission oriented”, not “maintenance oriented”.
- The Diocese of Hawai`i is where ministry is shared by all the baptized.
- The Diocese of Hawai`i is where people are encouraged and enabled to live their baptismal covenant.

What mission criteria will you use to make your decisions about our future? We shape our future for the next five years with the decisions that we make in these two days. The goals of the Plan offer us criteria – a measure – for the future. Will we hold ourselves accountable?

The resolutions on clergy compensation and theological education will cost a lot of money. But they will determine who our future ordained leaders will be and from where they come. Currently, we have two seminarians, Robert Moki Hino from St. James Church, Kamuela, and Craig Dolack from St. George, Honolulu. Their annual total support from the Diocese is \$2,000 each! Thankfully they have been supported by their sponsoring congregations, scholarships, and part-time employment. Will we make the education of new clergy for Hawai`i a center piece of our future, so no good candidate will be lost to due to the financial burdens of theological education? Are we willing to take the risk and pay the price?

We need competent skilled clergy to serve. We need to provide not only resources to support their formation, but must support others in vocational discernment within congregations. We must identify and raise up young people from our congregations to seek Holy Orders in order to serve this Diocese and the greater Church. Lay and ordained leadership raised by our multicultural congregations can be our gift to a Church that is only now recognizing and understanding the cultural diversity among them. Clergy and lay leaders of our congregations are responsible identifying and nurturing persons for

whom ordination is a vocation. It cannot be left to school chaplains and the bishop. Congregations and clergy call out new leaders – lay and ordained. Are we willing to take the risk and pay the price?

Our makeover will involve the formation of new diocesan structures, policies, canons, and strategies that will encourage and support effective mission of the Church in Hawai`i. The makeover must not be cosmetic. It cannot be the “reshuffling of deck chairs as the Titanic sinks”. The formation of this new structure is not going to be built by a single resolution of this Annual Meeting. This “re-formation” of this Diocese is a process or pilgrimage that we must begin this weekend. It is a process that must be authentic and faithful to the Gospel of Jesus Christ. It is a process that will demand respectful conversation among all members of this Diocese, not just a privileged few or the most articulate. This process cannot be captured by one theological position but must allow for the breadth and diversity that is part of our Anglican heritage in Hawai`i. This process will demand active, not passive, effort and commitment by every member of this Diocese. This process will be painful, but it need not be hurtful to those who engage in it. This process must be seen in “God’s time”, not yours, not mine. Like the pilgrims in Chaucer’s Canterbury Tales, we will be a radically diverse group on a pilgrimage of faith moving towards a new vision for the Church in Hawai`i. A Church that is vibrant, multicultural, inclusive, and alive with faith, hope, and love, is a Church alive with Christ.

In the extreme home makeovers of reality television, there is relatively little ownership or participation by the residents of the house. They go off, have a good time, and then return to the completed vision. That cannot be the way for this diocese. We cannot be “receivers”. As “givers”, we hold a new vision for The Episcopal Diocese of Hawai`i that looks beyond ourselves. We cannot go away and expect someone to do it for us. That was our way as the Missionary District of Honolulu when the National Council took care of everything, so that we had no ownership in decisions for our future and no real responsibility for providing the resources for ministry. That has been the way in many of our mission congregations looking to the diocese, or the Bishop, or the Council, to take care of everything. Are we willing to risk and pay the price? Are we ready for mutual accountability and personal responsibility?

In the physical makeovers, individuals quit the process because of the pain and discomfort. For us we must endure the discomfort and pain of change as individuals bound together by our baptism. We must bear one another’s burdens as Christ himself took on our sins. As one member of the Body suffers, the whole Body suffers. We have need of each other as we embark on this pilgrimage to become something new. Pain and discomfort or not, we have no choice. Ready or not, we must take risks and pay the price. We must hold one another accountable and take responsibility.

I firmly believe that we have all the necessary resources within this Diocese to undertake this “re-formation” for the mission of the Church in Hawai`i. From the very beginning of my episcopate, I stated clearly that people of The Episcopal Diocese of Hawai`i was the greatest blessing that God had provided to me and the Church in Hawai`i. We need to be

stewards for mission, rather than stewards for maintenance. It is time to move from maintenance to mission. There is no turning back.

Resolution 7, “Stewardship: Holy Habits”, begins our formation as stewards of the vast resources that are available in the Diocese of Hawai`i. This is more than a nice resolution. This is a call to action that begins with our adoption of the resolution. Implementation begins here at this Annual Meeting when we publicly and individually sign the Declaration and have our signatures published as the 2003 General Convention Deputies and I have done. Each of us accepts responsibility for living “Holy Habits”. We publicly begin our pilgrimage towards common vision for mission by “signing on the dotted line”! We must not be afraid to teach that tithing is the standard of giving in the Episcopal Church, and move to accept all the habits as norms for our common life.

Let us stop using funding questions as excuses or obstacles for doing mission. Our cup is not now, nor ever has been half empty. Our cup has always been half full. It has often overflowed with abundance. We really believe and proclaim the Good News of a God whose love for us gives us all that we need and can ask for. Ours is a loving God who provides to all of creation abundance, not scarcity. It is from this abundance that we can boldly begin the makeover (re-formation) of our Diocese for the 21st Century. We move from being in a “receiving” mode, to a “giving” mode of stewardship.

Since 1969, I believe we have been captives to a stewardship theology of scarcity. We have competed for what we have understood to be scarce and limited resources. In doing this we have stifled ministry initiatives and failed to respond to emerging needs of the communities around us. We have been so busy making sure that we have enough for maintenance that we have been blind to the pains of our neighbors. We have been busy maintaining buildings and keeping doors open at all costs. We have failed to reach people beyond our walls, or to welcome the stranger through those open doors. In our blindness we are seen as irrelevant parochial institutional chaplaincies to the old and infirmed. We rent our buildings to non-profit and service agencies to derive income to fund our operating budgets, and call that our community outreach. As I said to a Vestry recently, “if you truly believe that use of your buildings by service agencies is outreach, you would not collect rent from them.” Building rental is not ministry or mission. It is not stewardship. It is fund raising.

A theology of scarcity has us believing that we don’t have the resources necessary for doing the mission. We are critical and angry when we perceive that we are not getting the share to which we are entitled - an entitlement that we may define by church size, race, geographical location, relationship to authority, or history. There is no one to pay for entitlements any longer. We are in this ministry together. No one is going to take care of us. When scarcity shapes our stewardship, we are willing to sacrifice facilities that support ministries for and by our congregations, in order to generate revenue. We allow others to pay for the church’s ministry for me. When this theology of scarcity shapes our stewardship, personal commitment of time, talent, and treasure is negatively impacted. We claim to not have enough time, talent and treasure, to use for the mission of the church. This attitude is characterized by the question, “Is it income before or after taxes

by which we compute our giving?” Financial crisis befalls us when the tenant leaves or the number of wedding re-enactment declines. The golden goose becomes a squab, and then, a rotten egg!

We have been and continue to be blessed by the generosity of individuals within and outside of The Episcopal Diocese of Hawai`i who have lived as stewards believing in the abundance of God. Theirs is a generosity that goes beyond financial gifts. They have used God’s gifts for the mission and ministry of the church. Their lives exhibit the “Holy Habits” of Resolution 7: regular attendance at worship in their congregations regardless of the clergy leadership or Prayer Book in use. They lead disciplined spiritual lives through private prayer, Bible study at church, EFM or DOCC classes. You see them exercising ministries of hospitality and service within their congregations. None of us would have any difficulty identifying these individuals among us. You will meet some of them tomorrow as recipients of the Makule E Akamai awards. For me, the Holy Habits of Resolution 7 are the basic standards of being a Christian and a member of the Episcopal Church. These habits with the goals of the Strategic Plan are the basis of our makeover as a Diocese and the people of God. The risk must be taken, and the price must be paid. We have no choice.

We are at a decision point as The Episcopal Diocese of Hawai`i. Will we move beyond times of transition to be formed by the Gospel of Jesus Christ and be equipped for Mission? Will we cease to be hostages of our past behavior of victimization, to be formed for mission so that we are reconciled with God and each other? Will we set aside the fear of scarcity to become stewards shaped by the Gospel of God’s abundance?

We must decide to begin our formation as a Diocese proclaiming the Good News of God in Christ free from the limitations of our past and using the abundant resources of our present. Our view must be beyond personal and parochial desires and agendas that will perpetuate or replicate our past. We are called by Jesus as pilgrim disciples willing to change for the sake of the Gospel.

This re-formation demands transparency, open communication and respect of the other. In Parker Palmer’s Book, *The Courage to Teach*, he writes, “Truth is an eternal conversation, conducted with passion and discipline.” Passion does not demean and denigrate the other. Passion mobilizes. Discipline demands that our focus and foundation is Jesus Christ (I Corinthians 3:11).

This re-formation demands that we listen to each other with respect rather than always defending. These words from Archbishop Robin Eames’ address to his Synod in Ireland, describe how we must enter into the conversations and discussions of this Annual Meeting:

“This can best be summed up by a passage I came across the other day, having nothing to do with the Anglican Communion as such but we could certainly benefit from the advice: Can you just listen? When I ask you to listen to me and you start giving me advice, you have not done what I

asked. When I ask you to listen to me and you begin to tell me why I shouldn't feel that way, you are trampling on my feelings. When I ask you to listen to me and you feel you have to do something to solve my problem, you have failed me, strange as that may seem. Listen. All I asked was that you listen, not talk or do, just hear me."

"According to the grace of God given to me, like a skilled master builder I laid a foundation, and someone else is building on it. Each builder must choose with care how to build on it. For no one can lay any foundation other than the one that has been laid; that foundation is Jesus Christ."

The foundation has been laid by others. Let us now build upon it with our own labor and treasure. Holding one another accountable and taking personal responsibility, let us dare to take the risk and to pay the price, and together make over this Diocese upon the firm foundation of Jesus Christ. This is the year to raise the roof and blow down the walls, so that a new Diocese of Hawai'i can be built.

ATTACHMENT L

RESPONSE TO THE BISHOP'S ADDRESS 36th Annual Meeting of the Diocese of Hawai'i

Dearest Bishop Chang,

We are deeply indebted to you for your words to us. They are words spoken in love that call us to be a new people; remade by the Holy Spirit. We are grateful that Hawai'i will have a voice in the selection of our next Presiding Bishop. However, we are even more grateful for your commitment to remain in ministry with us as our Bishop; besides the Yankees are headed for some tough times.

Recently, we here in the diocese, along with the wider church, have experienced serious challenges to our unity. We applaud your efforts to have all the people of the Episcopal Church in Hawai'i remain in dialogue despite disagreements. We urge you to continue your efforts and seize every opportunity to promote dialogue that seeks not to convince but to understand, dialogue that respects the dignity of every human being and includes every member of the church.

In your address, you ask us some very tough questions: Are we willing to take the risk and pay the price? Are we willing to change for the sake of the Gospel? At the same time, your challenge to us bespeaks your confidence in us--that we can dare to live more fully and abundantly and create a Church that is "alive with faith, hope and love."

Bishop, we acknowledge that that you have clearly and forcefully laid before us a challenge to be different, to remake ourselves, to do things differently, to be a new people, to act as a new creation, in short to change.

- We do need to change in the way we communicate with one another and in the way we live together. The time for blaming has passed and it is indeed time for accountability and responsibility.
- We do need to change the manner in which leadership formation happens for all of the baptized and we recognize our own calling to support future clerical leadership development.
- We do need to be courageous in enlarging our mission, moving beyond our tendency as churches to be dependent, inward-looking, and maintenance/scarcity-minded.
- We do need to become responsible, accountable and abundance/mission minded. In the words of the Apostle Paul, we are to "put an end to childish ways."
- We do need to change our structures. There can be no more business as usual, individually, collectively, or institutionally. We need to throw aside the limitations we place upon ourselves. To use your words, we need to "raise the roof" of the Church and our discipleship.

- We do need to acknowledge that change is painful, uncomfortable and sacrificial. Yet, we know that this is part of the cost of following Christ. Let this cost be one we joyfully incur, paid out of the abundance God entrusts to us.
- Most importantly Bishop, we acknowledge your challenge for us to be a part of the process; to become deeply involved and invested in the remaking of this diocese.

Bishop, please know that we continue to need you to share with us what a diocese that is remade looks like in practical terms. The vision of such a diocese is clear in words but it is not yet clear to all of us in practical terms. We continue to need clear, forceful images that inspire us to strive to achieve the goals you have set before us.

Many of the things you are calling us to do and to be, such as to exercise holy habits, are reflected in the various resolutions that are before this convention. Our commitment will be reflected first in how we attend to them. As a convention you have made us fully aware of the magnitude of the work that is ahead of us.

Bishop, we recognize that this is hard work and the road ahead will demand much of you and of us. In recognition of the physical demands that you will be under we wish to provide you with this gift certificate to the Honolulu Club for three massages. We suggest that when things get rough you go and spend an hour being remade physically. Things will not only be rough physically. Therefore, we also offer you this certificate for a retreat on a neighbor island. We suggest that when things get rough you also take the time to get away and renew yourself spiritually.

Finally Bishop, let us say that we remain hopeful and confident that through hard work and mutual respect and the guidance of the Holy Spirit we will indeed become a diocese that is “mission oriented”; a diocese where ministry is shared by all the baptized; and a diocese where people are encouraged and enabled to live their baptismal covenant. Thank you for pointing us in this direction.

Respectfully Submitted by

The Rev. B. Cass Bailey, Chair
Mr. Russell Kallstrom
The Rev. Mary Lindquist
Ms. M'Liss Moore

ATTACHMENT M

RESOLUTION NO. 18

36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i October 29-30, 2004

Title: Report on the Confirmation of the Bishop of New Hampshire
Sponsor: Delegate from Holy Cross
Contact: Boyd Ready, Delegate
Address: 59-661 Alapio Road, Haleiwa HI 96712
Phone: (Daytime) 306-9307 (Residence) 638-8462 Fax: 791-8803
E-mail: boydready@hawaii.rr.com

Whereas the recent confirmation of New Hampshire's Bishop was not pono unless it is in accord with Scripture; and

Whereas the confirmation is not pono considering our long held tradition that either marriage, or chastity, and no other, is the moral state of our natural physical desires for union with another human being, and that Bishops are to be exemplary in this regard; and

Whereas the vote to confirm the particular Bishop has brought genuine distress of conscience upon our congregations, and threatens a falling out between our tiny part and the much larger worldwide Anglican Communion, as well as the body of all the world's Christians, and

Whereas the reasons so far provided to our congregations are not indisputable, neither based on Scripture as it plainly reads, nor based on demonstrably true empirical science;

BE IT RESOLVED, that this Hawaii Diocese's Bishop select, from among willing candidates, a slate of 10 Hawaii Episcopalians, 6 lay, and 4 clergy, from which slate is to be to be further selected 4 lay and 2 clergy by the next monthly meeting of Council, balanced with regard to their apparent predispositions in regard to the issues at hand, to:

1. **Investigate** the matter, with prayerful and earnest attentiveness;
2. **Confer** with or read and study carefully the acknowledged scholars on both sides of the question, and with our Hawaii Diocese's Canon Theologian (retired), if he is willing and able, or a successor to be appointed by the Bishop, if he is not;
3. **Hear and read** contributions to their deliberations volunteered to them by willing contributors from among our congregations;
4. **Report** their findings to the duly elected delegates to this Convention 60 days prior to its next annual meeting; and
5. **That** their report state clearly and succinctly, and in prose no longer than 10,000 words:

- a) **Whether** the confirmation of an actively homosexual bishop is in accord with
1. **SCRIPTURE**, especially those parts pertinent to the Prophets' and Christ's' and the Apostles' statements on these particular behaviors or the moral conduct most similar to these behaviors; and with
 2. key passages on the exemplary behavior expected of a bishop;

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

c) **What effect as a precedent**, to be followed as future Bishops step forward in a similar manner, this confirmation will have on our church **TRADITION**, in Hawaii and in the United States and for our fellow Anglicans around the world. And

That the necessary expenses of this small group of inquirers, including travel expense, meals where necessary at meetings only, and lodging where necessary for up to 6 meetings in the upcoming year, copying, postage, and other such office expense, be paid by the Diocese.

That the money for expenses be reallocated from already approved line items in accord with whatever reallocations need to be made at the discretion of the Bishop & with the concurrence of Council, and neither delayed nor denied by the Bishop and the Council.

Respectfully Submitted,

/S/ Boyd Ready, Delegate

Holy Cross, Malaekahana, Oahu

Discussion

While our delegation to the national convention voted 100% in favor of the confirmation in question, only 1 of the 7 delegates met any obligation to explain their reasoning to the Hawaii congregations. The explanations given were based not primarily on Holy Scripture, but on references to the spirit of the age, an obscure epistemology, and a society that no longer follows moral rules. We may live in a society that does not any longer follow moral laws or rules, but are called apart from the World, and we say every week that "the Holy Spirit . . . has spoken through the Prophets." Proponents of this innovation uniformly announce that it is "of the Spirit" or a sort of new prophetic revelation in the world. Our church's founder, King Kamehameha the IV labored mightily to translate the Book of Common Prayer into Hawaiian, which Book reminds us that "We recognize truths to be taught by the Holy Spirit when they are in accord with the Scriptures." (BCP, p. 853). The world's Anglican Bishops at Lambeth in 1998 overwhelmingly disagreed with the principles of this innovative confirmation. The vast majority of the millions of Anglicans, Eastern Orthodox, Catholic, and other Christians in the world disagree. Before The Episcopal Church in the United States of America splits with the worldwide Anglican family, we owe it to ourselves to inquire into the matter, substantially, and in a way we can all understand.

Let us delegate this difficult task and get it out of the unwieldy and passionate exchange of ideas typical of a convention, where nothing can be solved. Let's hear what our own earnest inquirers can tell us, when they return and report, next year.

ATTACHMENT N

36TH ANNUAL MEETING OF THE CONVENTION OF THE DIOCESE OF HAWAII OCTOBER 29-30, 2004

Noonday Prayer & Necrology

Noonday Prayer Saturday, October 30, 2004

Officiant O God, make speed to save us.
People ***O Lord, make haste to help us***

Officiant and People Glory to the Father, and to the Son, and to the Holy Spirit; as it was in the beginning is now, and will be for ever. Amen. Alleluia.

Litany

Upon your church, that it may be faithful to the gospel,

Lord, have mercy.

Upon your people, that they may show your love,

Lord, have mercy.

Upon your chosen ones, that they may do your will.

Lord, have mercy.

Upon all who are seeking to answer your call,

Christ, have mercy.

Upon all who are trying to proclaim your word,

Christ, have mercy.

Upon all who are seeking to serve you,

Christ, have mercy.

Upon all whose talents are being extended,

Lord, have mercy.

Upon all whose vocations are being tested,

Lord, have mercy.

Upon all whose lives are being tried,

Lord, have mercy.

Psalm 1

1 Happy are they who have not walked in the counsel of the wicked,
nor lingered in the way of sinners,
nor sat in the seats of the scornful.

2 Their delight is in the law of the Lord,
and they meditate on his law day and night.

3 They are like trees planted by streams of water,
bearing fruit in due season, with leaves that do not wither;
everything they do shall prosper.

4 It is not so with the wicked;
they are like chaff which the wind blows away.

5 Therefore the wicked shall not stand upright when judgment comes,
nor the sinner in the council of the righteous.

6 For the Lord knows the way of the righteous,
but the way of the wicked is doomed.

Glory to the Father, and to the Son, and to the Holy Spirit;
as it was in the beginning, is now, and will be for ever. Amen.

Reading

Jesus said to [Martha], "I am the resurrection and the life. Those who believe in me,
even though they die, will live, and everyone who lives and believes in me will never
die." *John 11:25-26*

People **Thanks be to God.**

Prayers for Those Who have Died

Officiant We pray now for all those who have died in the last year. As their names
appear on the screen, please join in praying for them with our singing.

Jesus Remember Me

Jesus, remember me, when you come into your kingdom.
Jesus, remember me, when you come into your kingdom.

O Lord Hear our Prayer

O Lord, hear our prayer, O Lord hear our prayer.
When we call, answer us.
O Lord, hear our prayer, O Lord hear our prayer.
Come, and listen to us.

Ubi Caritas

Ubi caritas, et amor.
Ubi caritas, Deus ibi est.

(Where true love and charity are, God is there.)

Officiant Lord, hear our prayer.

People **And let our cry come to you.**

Officiant Let us pray.

The Lord's Prayer

Litany

For calling us to be your people,
We praise you, O God.
For giving us a share in the inheritance of your saints,
We praise you, O God.
For all who have taught us the faith,

We praise you, O God.

For all who have guided us and been an example,

We praise you, O God.

That we may do what you would have us do,

Good Lord, hear us.

That we may be the people you would have us be,

Good Lord, hear us.

Officiant

O Lord, grant that in following the example of your saints, we may live holy and godly lives, and inspired by their witness may steadfastly dedicate ourselves to serve you and live to your glory, through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God world without end. ***Amen.***

Gracious God, we thank you for your presence with us in all the deliberations of this convention. Be with us now as we share a meal, and bless the food we are about to eat, that it may strengthen us to follow your saints in love and joy and peace. ***Amen.***

Officiant

Let us bless the Lord.

People

Thanks be to God.

**36TH ANNUAL MEETING OF THE CONVENTION
OF THE DIOCESE OF HAWAII
OCTOBER 29-30, 2004**

NECROLOGY

ALL SAINTS

Sumie Watamura Miyoshi
Harue Takenouchi Wong
Masami "Mae" Murakami
Herman Kee Chong Fong

CALVARY

Joseph "Monty" Montgomery
Helen Harumi Moku
Irva Nora Brubacher
Charles Croxall LeGrand

CHRIST CHURCH

Lois Alquist Greenwell
Michele Leinaala Mitchell
 Greenwell
James M. Greenwell
Glenna Fusa Kimura Ewing
Marilyn Tousley Parker
Mervyn Kjer

CHRIST MEMORIAL

Johnny Akana
Muriel Ames

EMMANUEL

Charles Tin Luke Chung, Jr.
Margaret Yap

EPIPHANY

Donald Wan Chock Ching
Alan Edward Chen Lun You
Nelson Etsuo Goto
Elva May Kellogg Peterson
Bung Yew Hee
Florence Tai Moi Pang
Chantelle Cadiente
Robert Sung Wong
John Koon Lum Lee
Paul Takeji Kokubun
John Hart Harvey
Harriette Kahaipilani Spencer
 Kaleiopu
Beatrice Kam Oi Mau
Carolyn Lin Chun Aloiau
Loraine Sau Heen Wong
Margaret Toshiko Takata
Albert Lan Jut Ching

Alice Margaret Sanborn

Florence "Fookie" Lin Fook Tong
Chang

Doris Arlene "Dottie" O'Sullivan

GOOD SAMARITAN

Francis Shinji Morimoto

Robert Ogura Ito

GOOD SHEPHERD

Justo D. Agoy

Felipa Cacayorin

Olga Leilani Louise DePonte

Ellsworth Way Dolan

Francisca Maguslog Idica

Peggy Teruko M. Kushi

Cleo Aurora Kamakahukilani Betts
Lee

Maria Dolores Teppang Sagayaga

Valentin Mendoza Sagayaga

Michael Sueo Shimoda

Catalina Campos Sinfuego

Vera May Hewitt Webster

GRACE

Mandy Takeshi Shiraki

Kip Harryman

Thomas Goo

John "Pocho" Robello

HOLY APOSTLES

Dorothy "Peggy" Pahukoaonaalii
Jaeger

Lynn Goo Ung

Eveline Marion Hall Fogg

Persis Middleton

HOLY INNOCENTS

John Eberly

ST. ALBAN,

IOLANI SCHOOL

Roberta S.J. Tom

Summer Shizuko Takata

Dorothy Kimiko Tsuda Okuna

Lester Wah Hoon Wong

Travis Den Mitsuda

Alice Chong Wan Lau

Derrick E. W. Lee

Faye Clough

ST. ANDREW

Vivian Luke

Barbara Fowler Hoogs
Walter John Harris
Charles Richard (Ty) Sutton
Franklyn Meyer

ST. CHRISTOPHER

Elizabeth Curtis Blair
Thomas Edward Leedham
Christopher Latham Sholes
Tura Greig Kahaleanu Nagatoshi
Barbara Jean Pavelle
Altha Jane Panfiglio
Persis Devin Middleton
Frank Ivan Kunz
Emma Claire Burgess
John William Wright
John Monroe Bryce
Virginia Oakley Melvin

ST. CLEMENT

Mary Albao Sabate
Margaret Kimball
Jesse Eugene Blackwell
Kathleen Elizabeth Gibson
Grace Price Houghton
Harriet Webb
Henry "Hank" Fordham
Mary Aiton
Alice Matsushima
Harriet Patricia Collins Metcalf

ST. ELIZABETH

Ellen Allgaier
Anthony Kaleiheana
Doris Tyau

ST. JAMES

Dwight Burton Phillips, Sr.
Angeline Florence Poole
Joan S. L'Orange
Haley Nicole Balkus

ST. JOHN

Chrispolo Cosme Corpuz
Albert Yuen Seong Hew
Lourdes Estrada Ibarra
Glen Milikaa Kwan Hop Kana`e
Saranne Crawford Cooke

ST. JOHN BY-THE-SEA

Patrick Daniel Chu
Rhoda Leilani Phillips
Carl Wilhelm Johnson

ST. LUKE

Alice L. S. Lee

ST. MARK

Brahm Friedrich von Huene
Jeanette D. Auernig
Lawrence Takaki Ono
Myra Angeline Bush Keleikini
Randall Yet Chew Wong
Nora Wong Rees
Witold Urbanowicz
Lorraine Costa
William Hanohano

ST. MARY

Dorothy A. Koike
Clarence K. Miyamoto

ST. MICHAEL AND ALL ANGELS

Neri Agphoa
Nieves Lagazo
Eric Emberson
Tom Irwin

ST. PAUL

Romeo S. Sampiano
Nicolasa U. Dulig
Arturo G. Guirnalda, Bishop
Eufemia A. Gumayagay
Richard C. Aquino, Sr.
Ronie A. Ramiro
Gimena S. Baxa
Gregorio J. Agcaoili
Teodora Ramil Vea
Juanita L. Domingo
Maria S. Villanueva
Elena A. Dumbrigue
Abraham Sapaden
Gabriel A. Idnay
Juanita L. Domingo
Carlos A. Manuel
Magdalena V. Valdez
Carlina Dahilig

ST. PETER

Randolph Ching
Gail Ching Chun
Betsy Shigeko Lam
Mary Shu En Kau
Eul Soon Fo
Robert Wong
Lily Mildred Chow

Gaylord Tet Kong Chung

ST. STEPHEN

Barrett Melvin

Wilfred Masaichi Nakamura

ST. TIMOTHY

Kimo Kawainui

John Wright

Alice Bautista

Jason Matsuo

Denise Rosevelt-Young

Hor Choo Kang

Blanche Ovik

WEST KAUAI

Mary Bal

Bea Kikugawa

Lorenza Dureg

Takeo Fuji

Charleen Akimoto

Richard Masao Sako

ATTACHMENT O

RESOLUTION NO. 5

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai'i
October 29-30, 2004**

Title: Proposed Requirement that Hawaii Diocesan Actions be Consistent with Scripture

Sponsor: Calvary Delegate to Convention

Contact: Richard B. Dole, Delegate

Address: 45-435 Aumoku St., Kaneohe, HI 96744

Phone (daytime): 537-6007 (Residence) 247-6030

E-mail: rsdole@aol.com

BE IT RESOLVED, that in accordance with the first goal of "The Episcopal Diocese of Hawaii Five Year Plan" draft, all resolutions and decisions (including proposed amendments to the Diocesan Canons) made by the Episcopal Diocese of Hawaii be consistent with Scripture and the Book of Common Prayer.

RATIONALE/EXPLANATION

The first goal of the proposed five-year plan is to "Convert our Hearts to Accept Jesus' Gospel Message and to Live in a Deep Relationship with God". If we love God, we need to follow Jesus and his teachings. In other words, in order to create unity in the Church, we need to encourage conversion and transformation, based on Scripture.

/s/ Richard B. Dole

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai`i
October 29-30, 2004**

Title: Peace Making in the Midst of Conflict
Sponsor: Justice, Peace and Partnership Department of the Diocesan Council
Contact: The Rev. Alison Dingley
Address: 1678 Ho`olulu Road, Wahiawa, HI 967861
Phone: (Daytime) 808-621-8662, (Residence) 808-622-5594
Email: dingleya001@hawaii.rr.com

BE IT RESOLVED, that we as members of the Episcopal Church in Hawai`i will strive to seek and serve Christ in all persons with whom we are in conflict.

RATIONALE/EXPLANATION:

By our Baptismal Covenant we are committed to work for justice and peace and respect the dignity of every human being.

As a people, we are in the midst of conflict - locally, nationally and internationally. These conflicts may include differences related to

- Age
- Culture
- Economic status
- Education
- Gender
- Ideology
- Morals
- Physical and mental challenges
- Race
- Religious Beliefs
- Social status
- Spirituality

**36th Annual Meeting of the Convention
of the Episcopal Diocese Of Hawai`i
October 29-30, 2004**

Title: Stewardship: Holy Habits

Sponsor: The Rev. Canon Robert L. Fitzpatrick,
Co-Chair of the Diocesan Deputation to the 74th General Convention of
the Episcopal Church, July 20 to August 8, 2003, Minneapolis, Minnesota

Contact Name: The Rev. Canon Robert L. Fitzpatrick

Address: 2499 Kapiolani Blvd., Apt. 1707, Honolulu, HI 96826

Phone: (Daytime) (808) 536-7776, ext. 110 (Residence) (808) 947-6657

E-mail: rlfitzpatrick@episcopalhawaii.org

BE IT RESOLVED, that in recognition of the church's tradition of calling us to work, pray, and give for the spread of God's kingdom, and in affirmation of Resolution A135 of the 74th General Convention of the Episcopal Church in 2003, all members of The Episcopal Diocese of Hawai`i be encouraged to develop a personal spiritual discipline that includes, at a minimum, the holy habits of tithing, daily personal prayer and study, Sabbath time, and weekly corporate worship;

BE IT FURTHER RESOLVED, that the Bishop, clergy and delegates of this 36th Annual Meeting of the Convention be given an opportunity to sign the following declaration:

As Christian stewards and leaders of the Episcopal Church in the Diocese of Hawai`i, we affirm that we are tithing, or have adopted a plan to work toward tithing as a minimum standard for our giving; and that, if we are not already doing so, we are committed to give priority to corporate worship, personal daily prayer and study, and Sabbath time in our own lives; and we invite all members of the Episcopal Church to join us in these holy habits;

BE IT FURTHER RESOLVED, that we commit ourselves to present this declaration to our Vestries and Bishop's Committees for adoption and signature, and in turn to our congregations at our annual congregational meetings in January; and

BE IT FURTHER RESOLVED, that the Secretary publish a list of the Convention signatories in the Journal of the 36th Annual Meeting of the Convention and provide the same to the *Hawaiian Church Chronicle* for publication of the statement and the list of signatories.

RATIONALE/EXPLANATION

The Bishop and Deputies from the Diocese of Hawai`i unanimously supported Resolution A135: "Stewardship: Holy Habits" and signed the following statement:

As Christian stewards and leaders of the Episcopal Church in the Diocese of Hawai`i, we affirm that we are tithing, or have adopted a plan to work toward tithing as a minimum standard for our giving; and that, if we are not already doing so, we are committed to give priority to corporate worship, personal daily prayer and study, and Sabbath time in our own lives; and we invite all members of The Episcopal Church to join us in these holy habits.

In addition to our Bishop, the Right Reverend Richard S.O. Chang, those who signed the statement at the 74th General Convention and agreed to bring this statement before the Annual Meeting of our Diocesan Convention were:

Carol Arney
Darrow Aiona
Robert Fitzpatrick
Morley Frech
Arthur Kusumoto
James Putnam
Cynthia Salley
Linda Sproat

This resolution adapts the General Convention resolution for our Diocese. It reaffirms the decades old commitment of the Episcopal Church to the tithe as the minimum standard of giving for individual Episcopalians. It further calls Episcopalians to practices, or "holy habits," that strengthen our faith.

This resolution asks every member of this Convention to publicly commit to these holy habits by signing the statement and by taking it back into their congregations.

/s/ The Reverend Canon Robert L. Fitzpatrick

ATTACHMENT R

RESOLUTION NO. 8

36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i October 29-30, 2004

Title: Task Force to Amend the Diocesan Canons to Encourage Mission and Accountability

Sponsors: The Rev. Alison Dingley, Diocesan Council
The Rev. Hollis Wright, Diocesan Council
The Rev. Elizabeth Zivanov, Standing Committee

Contact: Name: The Rev. Alison Dingley

Address: St. Stephen's Church, 1679 California Ave., Wahiawa, HI 96786

Phone: (Daytime) (808) 621-8662 (Residence) (808) 622-5594

E-mail: dingleya001@hawaii.rr.com

BE IT RESOLVED, that the Bishop appoint a Task Force made up of one member of Standing Committee, two members of the Diocesan Council, the Chancellor and three others from the Diocese at large, to review and make recommendations on amending the Diocesan Canons to enhance accountability, stream line Diocesan structures and encourage mission at the congregational level;

BE IT FURTHER RESOLVED, that this Task Force will organize a conference to be required of clergy and other leaders to set forth a common understanding of mission in the Diocese and expectations for congregations before any final recommendations are presented to the Diocese;

BE IT FURTHER RESOLVED, that these recommendations be presented for action to the thirty-seventh annual meeting of the Convention of the Diocese of Hawai`i; and

BE IT FURTHER RESOLVED that the Diocesan Council be charged with the funding of the work of this Task Force.

RATIONALE/EXPLANATION

The Diocesan canons currently embody a form of church organization that is static and ensures maintenance. The current congregational classifications of unorganized mission, mission, aided parish and parish fail to take into consideration the complexities of the twenty-first century issues of congregational development. Where does a preaching station like Waikiki Chapel fit into this

scheme? The moves from mission to parish or from parish to mission can be cumbersome and take too long. Where does a church start, like St. Nicholas, fit in this scheme? According to the canons, the official “missionaries” of the Diocese are the “vicars.” (See Canon 25) Is that true of our Church today? Is that really what we want to teach? How do we hold one another accountable? The national canons mandate that all congregations’ finances are audited every year, but our canons make no provision to address congregations that fail to meet the requirement. How is real congregational accountability built into our system?

Likewise, the Diocesan structures seem cumbersome. Why have both a Standing Committee and Diocesan Council? Some dioceses get by with the functions combined into a single body. Would that work here? Does Council membership need to be so large? Can the Diocesan budget be on a three-year cycle rather than creating a new budget each year that demands Council devotes most of its time in budget preparation? Are there other ways the system can be streamlined?

Any change in the canons and Diocesan structure requires a shared language and understanding of mission. It has been suggested that the mission conference is the best means to ensure coming to such an understanding.

The canons must embody a Diocese that encourages the ministry of all the baptized and affirms mission the reaches the unchurched and services the community. Much of the work of this Task Force can be done by conference call and online. The Council will have to work with the Task Force on budgeting and finding the appropriate funding from other parts of the Diocesan budget.

On behalf of the sponsors,

/s/ The Rev. Alison Dingley

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai`i
October 29-30, 2004**

Title: Accept the Report of the Strategic Planning Task Force and Adopt the Goals

Sponsors: The Diocesan Strategic Planning Task Force

Contact: William Watkins, Convener

Address: 229 Queen Emma Square, Honolulu, HI 96813

Phone: (Daytime) (808) 680-7283 (Residence) (808) 262-6354

Email: wwatkins@pixi.com

BE IT RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i accept the report of the Strategic Planning Task Force entitled "Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i" and commend it to all members of Vestries and Bishop's Committees and other leaders of the Diocese for study;

BE IT FURTHER RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i adopt the following four goals from the report of the Strategic Planning Task Force entitled "Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i" as the goals for mission and ministry in this Diocese through 2009:

- Convert our Hearts to Accept Jesus' Gospel Message and to Live in a Deep Relationship with God;
- Transform the Episcopal Church in Hawai`i and Congregations to Vital and Vibrant Faith Communities,
- Evangelize to Share God's Love in Our Communities,
- Reduce the structure and administration costs of the Diocese so that its operations, including its bodies, are directed to supporting transformation and growth;

BE IT FURTHER RESOLVED, that, beginning immediately, the Office of the Bishop, the Diocese Council, the Standing Committee, and all Commissions and other organizations of the Diocese use these goals as the basis of planning, programming, organizing, budgeting, funding and staffing.

RATIONALE/EXPLANATION

The rationale and the necessity for adopting the four goals from the report of the Diocesan Strategic Planning Task Force entitled "Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i" are set out in detail in the introduction to that report and in its "Rationale" sections that accompany the "Plan" sections under each goal.

ATTACHMENT T

RESOLUTION NO. 15

36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i October 29-30, 2004

Title: Evaluate and Implement the “Plans” to Achieve the Goals in the Report of the Strategic Planning Task Force

Sponsors: The Diocesan Strategic Planning Task Force

Contact: William Watkins, Convener

Address: 229 Queen Emma Square, Honolulu, HI 96813

Phone: (Daytime) (808) 680-7283 (Residence) (808) 262-6354

Email: wwatkins@pixi.com

BE IT RESOLVED, that the “plans” to achieve the four goals in the report of the Strategic Planning Task Force entitled “Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i” be studied and seriously considered by future Annual Meetings of Convention, the Diocesan Council, the Standing Committee, all Commissions and other organizations of the Diocese, the staff of the Office of the Bishop, and the Bishop as part of the overall ministry of the Diocese; and

BE IT FURTHER RESOLVED, that as many of those “plans” as may be appropriate and fiscally prudent to implement shall be undertaken as stated in the report of the Strategic Planning Task Force entitled “Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i,” or in an adapted form as circumstances dictate, to achieve the goals; and

BE IT FURTHER RESOLVED, that the Diocesan Council shall report to the Diocese in the “Chronicle” and in a report to Annual Meetings of the Convention any of those “plans” that are not implemented giving the reasons for that inaction.

RATIONALE/EXPLANATION

The rationale and the necessity for adopting the “Plans” under the four goals from the report of the Diocesan Strategic Planning Task Force entitled “Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i” are set out in detail in the introduction to that report and in its “Rationale” sections that accompany the “Plans” sections under each goal.

ATTACHMENT U

RESOLUTION NO. 16

36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i October 29-30, 2004

Title: The Goals and the 2006 Budget

Sponsors: The Diocesan Strategic Planning Task Force

Contact: William Watkins, Convener

Address: 229 Queen Emma Square, Honolulu, HI 96813

Phone: (Daytime) (808) 680-7283 (Residence) (808) 262-6354

Email: wwatkins@pixi.com

BE IT RESOLVED, that the 2006 Diocesan budget to be presented to the 37th Annual Meeting of the Convention and the budgets presented to the four subsequent Meetings of the Convention shall be based upon the goals and plans in the report of the Strategic Planning Task Force entitled "Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i" and their achievement.

RATIONALE/EXPLANATION

Resolution 4S that was adopted by the 34th Meeting of the Convention in 2002 provided that the "diocesan budget of the year following the adoption of the strategic plan be structured to reflect the objectives of the strategic plan." Moreover the Diocesan budgets determine which of our ministries and our other programs are allocated resources so that they may be carried out. Our Diocesan resources must be directed toward achieving the goals and plans in the Strategic Plan or that Plan will have little chance of success in transforming our diocese and our congregations.

**36th Annual Meeting of the Convention
of the Episcopal Diocese of Hawai`i
October 29-30, 2004**

Title: Reports by the Diocesan Council on Implementation of the Goals and Plans in the Report of the Strategic Planning Task Force Entitled "Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i"

Sponsors: The Diocesan Strategic Planning Task Force

Contact: Name: William Watkins, Convener

Address: 229 Queen Emma Square, Honolulu, HI 96813

Phone: (Daytime) (808) 680-7283 (Residence) (808) 262-6354

Email: wwatkins@pixi.com

BE IT RESOLVED that the Diocesan Council shall make semi-annual reports that are public on the progress of, achievements and challenges in, implementing the goals and plans in the report of the Strategic Planning Task Force entitled "Conversion, Transformation, and Evangelism: Communicating a New Vision for the Episcopal Church in Hawai`i"; and

BE IT FURTHER RESOLVED that these semi-annual public reports shall be addressed to the Diocese at large and they shall be published on the Diocesan web site, in the "Chronicle," presented to Annual Meetings of the Convention and distributed to all congregations; and

BE IT FURTHER RESOLVED that these public reports shall not contain information dealing with less than satisfactory performance of personnel.

RATIONALE/EXPLANATION

Resolution 4S that was adopted by the 34th Meeting of the Convention in 2002 provided that the Strategic Plan presented to the Convention contain "mechanisms for evaluation and accountability in the Diocese" for the Plan's implementation. The Diocesan Council is the organization in the Diocese that will have the primary responsibility for implementing the Strategic Plan. That is because Canon 13 gives it the broad responsibility to manage the Diocese and set policy for it between Meetings of the Convention. It is only through periodic public reports to the Diocese on the Diocesan Council's progress in implementing the Strategic Plan that we can have the "evaluation and accountability" required by Resolution 4S.

ATTACHMENT W

RESOLUTION NO. 13

**36TH ANNUAL MEETING OF THE CONVENTION OF
THE EPISCOPAL DIOCESE OF HAWAII
OCTOBER 29-30, 2004**

RESOLUTION

Title: The Amendment of Canon 13. Diocesan Council and the Repeal of Canon 13A. Regions

Sponsor: Honolulu Clergy

Contact Name: The Reverend Elizabeth Zivanov
Address: 1515 Wilder Ave., Honolulu, HI 96822
Phone: (Daytime) (808) 955-7745
(FAX) (808) 944-9325
E-mail: zivanov@earthlink.net

BE IT RESOLVED, that “Canon 13. The Diocesan Council” be amended as follows:

Canon 13. The Diocesan Council

Sec. 13.1 There shall be a Diocesan Council (hereinafter referred to as “Council”) which shall be composed of the Bishop Diocesan, the Bishop Coadjutor and the Bishop Suffragan, if there be such, six (6) clerical members and fifteen (15) lay members-at-large elected by the Convention ~~and seven Regional members, who may be either clerical or lay, elected by the Convention. Prior to the election, the members of the Convention from the Regions whose Council members are up for election shall hold a caucus at which at least one nominee shall be selected. Such nominee(s) shall be the only nominee(s) upon which the Convention shall vote in electing such Regional Council member.~~ Members shall be divided into three (3) classes so that the terms of two (2) clerical members; and five (5) lay members-at-large ~~and two (except for one year when there will be three) Regional members~~ shall expire each year. Each lay member shall be, at the time of election, at least eighteen years of age and a communicant 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, until the next annual meeting of the Convention, when such vacancies shall be filled by election for the unexpired term. A vacancy in a Regional membership shall be filled by a person nominated by the Regional Council of the Region from which such vacancy exists. 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 a full three-year term, shall be eligible for re-election until the annual meeting of the Convention next following the annual meeting at which said term expires. The terms of the members shall be three (3) years; however, they shall remain in office until their respective successors have been elected. If, after the conclusion of the election of members at the annual meeting of the Convention, the membership of the Council shall not include a member from each of the four major counties of the State of Hawai`i, the nominee from such county who received the highest votes shall be declared elected and shall serve a term of one (1) year. In the event that there was no such nominee, an election, determined by a plurality, shall be held with nominees permitted only from such county. In the absence of any such nominees, or in the event that such a person ceases to serve after being elected, the Council may fill the vacancy until the convening of the next annual meeting. No member shall serve concurrently on the Standing Committee.

AND BE IT FURTHER RESOLVED, that “Canon 13A. Regions” be deleted altogether as follows:

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 17 but not those described in Canon 16A.~~

~~Sec. 13A.2. Each Region shall have a Regional Council composed of all active clergy serving parishes, missions and institutions; other canonically resident or licensed clergy who ask to become members and attend a majority of the meetings of the Regional Council; representatives from parishes or missions within the Region elected as provided in the bylaws of such parishes and missions in a number equal to the number of lay delegates to the Convention to which such parishes and missions are entitled; and all wardens of parishes and missions within the Region.~~

~~Sec. 13A.2A. The Regional Council shall hold meetings as follows:~~

~~Sec. 13A.2A.1. There shall be an annual meeting of the Regional Council which shall take place in accordance with the bylaws of the Region.~~

~~Sec. 13A.2A.2. Regular meetings of the Regional Council shall be held at the call of the Chair or the Vice Chair. In addition, the Secretary shall call a special meeting at the request of one third of the membership of the Regional Council.~~

~~Sec. 13A.2A.3. Notice of a regular meeting shall be given no less than ten days prior to the convening of any such meeting. At least one regular meeting, in addition to the annual meeting, shall be held between annual meetings of the Convention.~~

~~Sec. 13A.2A.4. The quorum for a meeting of a Regional Council shall be one third of its membership (excluding any retired clergy); provided, however, that the quorum shall contain members from at least one half of the parishes and missions within the Region.~~

~~Sec. 13A.3. The officers of the Region shall be a Chair, Vice Chair and Secretary. The Chair, Vice Chair (who shall be a member of the other order than that of which the Chair is a member) and the Secretary shall be elected by the Regional Council. The Regional Council may remove any person from office by the vote of two thirds of the entire membership of the Regional Council.~~

~~Sec. 13A.4. 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.~~

RATIONALE/EXPLANATION

The Regional Council system has no canonical relationship with the Diocesan Council, the Diocesan budget process, any other aspect of Diocesan life, or Vestries/Bishop's Committees, and, in fact, operates in only one or two Regions. Congregations have only grudgingly taken part and there seems to be very limited understanding of the system or participation in it. The second resolved of this resolution does away with the Regional Council system.

By doing away with a failed structure that has not promoted ministry, new constellations of congregational cooperation can emerge based on something other than geographic proximity. There is nothing in the canons or the Diocesan structures that preclude congregations from cooperating, sharing ministry, or seeking funding for joint programs. Such groupings are better promoted from the bottom-up than by artificially imposed structures from the top down.

As a Diocese, we need to acknowledge that the formal Regional system with Regional Councils has failed. We need to actively encourage cooperation and interaction at the grassroots level without an added level of unneeded formal bureaucracy.

The first resolve of this resolution addresses the current Canon for the election of some members. Diocesan Council is based on a complex system requiring the caucusing of delegates to Convention from certain congregations in a given geographic "region" to nominate for election

members of Council at the Annual Meeting of the Convention. This confusing system is meant ensure that there are members of the Diocesan Council from each of the geographic “regions,” but these members of Council are elected by the Convention as a whole and, therefore, do not represent constituents within “Regions.” The added problem is that the system for electing replacements for these “regional” members when there is an unexpired term requires that Regional Councils must nominate to Diocesan Council such replacements for election by Diocesan Council. In most cases, Regional Councils do not meet to do any business, let alone to make such nominations. The added problem is that otherwise the Regional Councils have nothing whatsoever to do with the Diocesan Council or with the Convention. The result is that seats are regularly left unfilled and Council must attempt to fill them by appointment.

The revisions of the Canons allow for simplification of the election process and assure the election to Council of members from each of the four major counties of the State.

The revised Canon would read:

Canon 13. The Diocesan Council

Sec. 13.1 There shall be a Diocesan Council (hereinafter referred to as “Council”) which shall be composed of the Bishop Diocesan, the Bishop Coadjutor and the Bishop Suffragan, if there be such, six (6) clerical members and fifteen (15) lay members-at-large elected by the Convention. Members shall be divided into three (3) classes so that the terms of two (2) clerical members and five (5) lay members-at-large shall expire each year. Each lay member shall be, at the time of election, at least eighteen years of age and a communicant 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 for the 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 a full three-year term, shall be eligible for re-election until the annual meeting of the Convention next following the annual meeting at which said term expires. The terms of the members shall be three (3) years; however, they shall remain in office until their respective successors have been elected. If, after the conclusion of the election of members at the annual meeting of the Convention, the membership of the Council shall not include a member from each of the four major counties of the State of Hawaii, the nominee from such county who received the highest votes shall be declared elected and shall serve a term of one (1) year. In the event that there was no such nominee, an election, determined by a plurality, shall be held with nominees permitted only from such county. In the absence of any such nominees, or in the event that such a person ceases to serve after being elected, the Council may fill the vacancy until the convening of the next annual meeting. No member shall serve concurrently on the Standing Committee.

ATTACHMENT X

RESOLUTION NO. 20

36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i October 29-30, 2004

Title: Late Charge for Delinquent Assessments and Other Obligations

Sponsor: Resource Development Department, Diocesan Council

Contact: The Rev. Anthony Litwinski

Address: PO Box 278, Kamuela HI 96743-0278

Phone: 808.640.0090

E-mail: rectorsaintjames@earthlink.net

BE IT RESOLVED that Diocesan Canon 37.4 be amended as follows: "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. Any amounts in arrears ninety (90) days or more shall incur a late charge each month as established by the Diocese Council, provided, however, that such late charge shall not exceed one-half of one percent (0.5%) per month. The Diocesan Council shall have the authority to waive the late charge for sufficient cause."

BE IT FURTHER RESOLVED that Diocesan Canon 40.1 be amended as follows: "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. Any amounts in arrears ninety (90) days or more shall incur a late charge each month as established by the Diocese Council, provided, however, that such late charge shall not exceed one-half of one percent (0.5%) per month. The Diocesan Council shall have the authority to waive the late charge for sufficient cause."

RATIONALE

1. The Constitution (XII.2) gives the Diocesan Convention the power "to impose such penalty as it may see fit, within its lawful authority, for neglect to pay such assessments when imposed." Currently there is no financial penalty for a congregation to be in arrears on its assessment, provided that the assessment is paid in full by January 15 of the following year. Likewise there is no financial penalty for a congregation to be in arrears on its other obligations to the diocese, such as insurance payments.

2. Congregations in arrears are effectively borrowing money from the diocese interest-free. At times the diocese has had to make insurance payments on behalf of congregations and then wait several months to be reimbursed. Such delinquencies sometimes put a cash-flow restriction on the diocese's ability to meet its financial obligations.
3. Diocesan Council will work through the Resource Development Department to monitor delinquencies and impose the designated penalty..
4. The Resource Development Department, through its regular oversight of diocesan finances, will recommend waiver of these penalties when appropriate to the Diocesan Council, which must approve them.
5. The canons (Sec. 13.4.4 and 13.4.6) give Diocesan Council the responsibility of supervising the financial affairs of the Convention, including the assessment. This amendment clarifies one means for the Council to exercise this responsibility.

ATTACHMENT Y

RESOLUTION NO. 11

36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i October 29-30, 2004

Title: Affirmation of the Work of TENS, the Episcopal Network for Stewardship

Sponsor: Stewardship Commission

Contact: Mary Schulz, Commission Chair

Address: P.O. Box 1668, Hanalei, HI 96714

Phone: 808-826-6747

Email: mschulz2@verizon.net

BE IT RESOLVED, that the 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i affirm the work of the Episcopal Network for Stewardship (TENS).

BE IT FURTHER RESOLVED, that the 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i commend the ministry of the Episcopal Network for Stewardship (TENS).

BE IT FURTHER RESOLVED, that the 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i encourage all congregations in the diocese to join TENS and to use the resources TENS has developed for the Church.

RATIONALE/EXPLANATION:

The Episcopal Network for Stewardship (TENS) is an association of church leaders who understand, practice and proclaim God's call to generosity.

The mission of TENS is to transform lives by developing a network of church leaders who encourage generosity

by practicing holy habits of daily prayer and engaging the gospel
by honoring God with all that we have and all that we are and
by Training, Encouraging, Nurturing and Supporting the ministry of stewardship at every level.

TENS invites individuals, congregations, dioceses and other ministry programs to membership and growth

in our understanding of Christian stewardship theology and in our skill in teaching it
in our skill in assisting congregations and dioceses in their Stewardship Commitment programs
in our support of each other
in our transformation from selfishness and fear to love and giving.

**36th Annual Meeting of the Convention
Of the Episcopal Diocese of Hawai`i
October 29-30, 2004**

Title: The Congregational Health and Growth Commission be Charged to Produce a Report on the Vitality and Viability of all the Congregations in the Diocese

Sponsor: Commission on Congregational Health and Growth

Contact Name: Ms. Sandra Leialoha

Address: 47-342 Hui Iwa St., #E; Kaneohe, HI 96744

Phone: (Daytime) (808) 586-3658 (Residence) (808) 239-9536

E-mail: leialohas001@hawaii.rr.com

BE IT RESOLVED, that this the thirty-sixth Annual Meeting of the Convention of the Diocese of Hawai`i affirm the action of the Diocesan Council taken on August 14, 2004, in tasking the Congregational Health and Growth Commission in consultation with the Bishop and the Bishop's staff with presenting to the Council written guidelines based on average Sunday attendance and ministries for the funding of congregations from the Diocesan budget by March 31, 2005;

BE IT FURTHER RESOLVED, that the Congregational Health and Growth Commission be further tasked with the preparation of a written report evaluating the current vitality and viability of all congregations (missions, aided parishes and parishes) to be presented to the Diocesan Council by June 30, 2005, and the impact of applying the guidelines noted above on those congregations currently receiving financial assistance from the regular Diocesan budget,

BE IT FURTHER RESOLVED, that this report shall take into consideration, but not be limited to, facts regarding demographics of the State and local communities, the demographics of the congregations, the current location of our congregations, the condition of our congregations' buildings and property, the financial state of the congregations and surrounding communities, and the current ministries of the congregations;

BE IT FURTHER RESOLVED, that the report make specific recommendations regarding the merging, yoking, closing and/or expanding the ministries of existing congregations, the possibility of creating area clusters of congregations, and the feasibility of establishing new congregations within current church sites, giving special attention to nurturing congregations that are financially self-sufficient, numerically growing, engaged in active mission and/or providing essential ministries of service to local communities;

BE IT FURTHER RESOLVED, that the Diocesan Council present the guidelines and report to the thirty-seventh annual meeting of the Convention of the Diocese of Hawai`i with an account of any actions taken by the Diocesan Council in response and any recommendations from the Council to the Convention for further action; and

BE IT FURTHER RESOLVED, that the Bishop be urged to make new and sufficient appointments to this Commission as soon as possible so the tasks can be completed in the time allotted.

RATIONALE/EXPLANATION

Within the life of our Diocese, there are reoccurring questions about the viability of our congregations, concerns about the number of years mission congregations have received diocesan financial support with little or no numerical growth, and a sense of looming crisis due to the advanced age of many in our pews. There is a growing distress in some corners of the Diocese that some congregations have been receiving financial support for decades with no appreciable growth in size and now is the time for new models of ministry. This is the year we must take stock of our common life at a congregational level. A report on the state of the congregations of the Diocese is needed to make informed planning possible. Such a report can provide the Bishop, Convention, Council and congregations a systemic analysis from which realistic action can be undertaken.

On behalf of the Commission on Congregational Health and Growth

/S/ Ms. Sandra Leialoha

ATTACHMENT AA

36TH ANNUAL MEETING OF THE CONVENTION OF THE DIOCESE OF HAWAII OCTOBER 29-30, 2004

COURTESY RESOLUTIONS

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i send its greetings and aloha to the Primate and Presiding Bishop, the Most Reverend Frank Tracy Griswold, and Mrs. Phoebe Griswold, with deep gratitude and thankfulness for their ministry to the Church;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i send greetings and aloha to the Right Reverend Edmond L. Browning, former Presiding Bishop and Second Bishop of Hawai`i, and Mrs. Patti Browning and offer our continued prayers for them in their retirement;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i send its greetings and aloha to the Right Reverend Donald P. Hart, the Third Bishop of Hawai`i, and Mrs. Elizabeth Hart;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i express its greetings and aloha to the Right Reverend David and Mrs. Toshiko Tani from our Companion Diocese of Okinawa;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i express its profound gratitude and deep appreciation to Mrs. Nancy Rowe as Secretary of Convention and to the Convention Plans Committee;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i send its greetings and aloha to the Sisters of the Transfiguration, giving thanks to Almighty God for the many years of devoted service at St. Andrew's Priory School for Girls;

ATTACHMENT AA

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i express its deepest thanks to Mrs. Gina Perkins and Mrs. Patsy Ching who have faithfully volunteered in the Office of the Bishop and to Mrs. Rosella Newell and the Diocesan Altar Guild for their faithful service to the Diocese;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i express its sincere appreciation to Eva Kum of St. Philip's Church, Maili, for her generous contribution of leis presented at this Convention;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i send sincere thanks to the Cathedral Church of St. Andrew, its parishioners, staff, and clergy for their gracious hospitality during this Convention, and for the use of these facilities for all delegates, guests and friends;

RESOLVED, that this 36th Annual Meeting of the Convention of the Episcopal Diocese of Hawai`i express its deep appreciation to the members of the Bishop's staff: Mrs. Tiare Ono, Mrs. Marie Elesarke, Mrs. Nancy Minuth, Ms. Edith Vargas, Mrs. Sarah Moore, Mr. Peter Pereira and the Rev. Robert Fitzpatrick for their openness and availability to all of us in this Diocese, reflecting their God-given ministry to Christ's Church, and especially at this time of Convention, for their devoted and long hours of faithful service which they have given in preparation for this Annual Convention.

I move the approval of these resolutions.

Section IV
2004 Annual Reports of Commissions,
Committees, and Departments

2004 Annual Reports of Commissions, Committees, and Departments

Bishop's Statistical Report

Compensation Review Committee

Episcopal Commission on Schools

Commission on Ministry

Standing Committee

Congregational Transformation and Evangelism Department

Resource Development Department

Youth and Young Adult Department

Campus Ministry Commission

Christian Formation Commission

Companion Diocese Relationship with Okinawa Commission

Congregational Health and Growth Commission

Continuing Education Commission

Commission on Diversity

Episcopal Relief and Development Commission

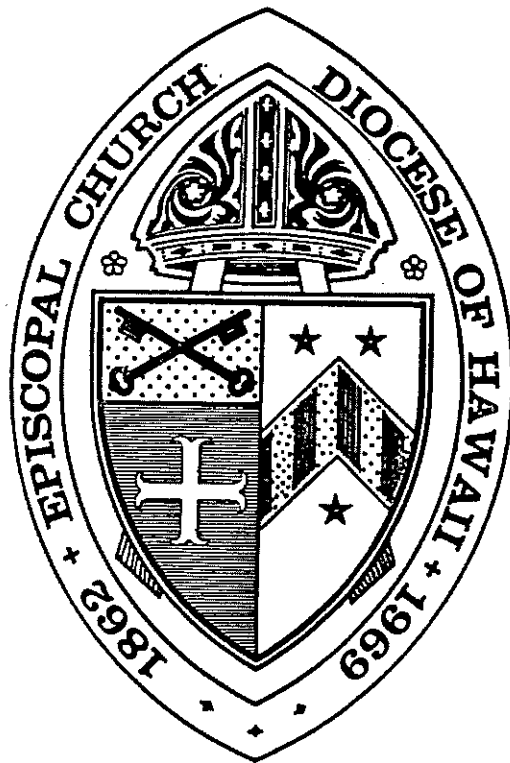
Commission on Native Hawaiian Ministry

Stewardship Commission

Report of the Registrar of the Diocese

ANNUAL REPORTS

CANONICAL BODIES,
COMMISSIONS, COMMITTEES AND
DEPARTMENTS



*THE EPISCOPAL DIOCESE OF HAWAII
36TH ANNUAL MEETING OF THE CONVENTION
OCTOBER 29-30, 2004*

BISHOP'S STATISTICAL REPORT FOR 2004

According to Title III, Canon 26, Section 4, the following has occurred in our Diocese from October 02, 2003 to October 03, 2004.

CLERGY:

Bishop	1
Active	42
Non-parochial	23

Military Chaplains	0
Retired	42
Licensed	12
Lost by Death	1

Postulants for Holy Orders:	3
Ann Brotherton	
Craig Dolack	
David Gierlach	

Candidates for Holy Orders:	3
Malcolm Chun	
Robert "Moki" Hino	
Darl Kim	

<u>EUCCHARISTIC MINISTERS:</u>	62
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<u>EUCCHARISTIC VISITORS:</u>	18
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CLERGY CHANGES:

Letters Dimissory into the Diocese: 3
02/27/04 – Mary Lindquist from the Diocese of Delaware
09/09/04 – William Allport from the Diocese of Central Pennsylvania
10/01/04 – Timothy Sexton from the Diocese of Olympia

Letters Dimissory out of the Diocese: 2
11/04/03 – J. Sarge Edwards to the Diocese of San Joaquin
08/10/04 – Lance Horne to the Diocese of Florida

Ordinations:
To the Priesthood: 0
To the Diaconate: 1

<u>EPISCOPAL ENDOWMENT FUND (As of 6/30/04):</u>	\$4,319,669
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<u>JUDGMENTS REGARDING PERMISSION TO BE REMARRIED IN THE CHURCH AFTER DIVORCE:</u>	30
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SACRAMENTAL ACTS:

Baptisms:	37
Confirmations:	108
Receptions:	21
Reaffirmations:	29
Burials:	8
Marriages:	2
Celebrations of New Ministry:	4

OTHER:

Consents to the election of bishops:	2
Consents to the resignation of bishops:	4
Consents to the ordination and consecration of bishops:	6

Compensation Review Committee

With thanks to and on behalf of the Committee comprised of the Rev. Marvin Foltz, the Rev. Patton Boyle, the Rev. Paul Kennedy, Dot Shigemura and the Rev. Hollis Wright (Support Department representative) the following report is submitted:

1. The Compensation Review Committee (CRC) did a thorough review of the Clergy Compensation and Benefits Policy and revamped several sections. The result was a clearer and more precise policy. The committee also cleaned up the form and will be presenting the policy to the convention this year as a resolution in the form of a resolution.
2. After analysis and discussion, the CRC is submitting a compensation schedule reflecting a 3.3% increase over the current year. This recommendation considers the 2.3% increase in the consumer price index. The recommendation will provide clergy with a 1.0% merit increase. The 3.3% increase in the clergy salary range is appropriate given the desire to continue to move from maintenance to mission. Compared to the national scale, Hawaii's compensation is in the 3rd decile and in the 10th decile when adjusted for housing costs. Regarding the compensation scale adjusted for housing costs, the statistics should be read understanding that the large number of family sized congregations in Hawaii skew the statistic toward the lower end of the scale. Add to that the issue of having no resource sized churches and only 2 program sized congregations. If one looked at the scale for transitional sized congregations, Hawaii ranks very near the top nationally.
3. CRC recommends the automobile allowance remain at \$6,041 since there has been not reported change in the AAA index used to benchmark this item. Housing allowance is similarly recommended for a 3.3% increase.
4. CRC recommends a block of funds of \$11,900 be allocated in the budget for diocesan staff salary increases to be allocated at the discretion of the Bishop.
5. CRC recommends a 3.3% salary increase for the Bishop.
6. CRC recommends a 3.3% increase for the pension to diocesan retirees.
7. The Committee met with the Commission on Ministry to discuss additional ways of compensating clergy in the Diocese of Hawaii. In order to make the compensation packages fairer and more attractive to local candidates as well as those outside of Hawaii, the committee believes that change is necessary. In order to attract and recruit motivated, entrepreneurial mission oriented clergy, the Diocese must offer a competitive living wage and other benefits. From this meeting the committee developed the following resolution to be presented to the 2004 Convention: Task Force on Clergy Recruitment, Retention and Professional Development.

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

Respectfully submitted,
Lee Carson, Chair

Episcopal Commission on Schools

In November 2003, the Commission sponsored a workshop at St. Andrew's Priory entitled **Reaching Ohana, Teaching Ohana II: Learning to Serve**. Over 50 students and their advisors from 15 elementary, middle and high schools throughout Oahu shared information about the service learning programs they conducted across the island. The workshop was a successful sequel to a similar workshop that the Commission sponsored the previous year.

One of the ongoing responsibilities for the Commission is to disseminate information about Episcopal Church scholarships to all Episcopal schools throughout the Diocese, select children who meet scholarship criteria, and recommend finalists to the Bishop. In May 2004, three Bishop's Scholar awards totaling \$16,000 were distributed to children entering St. Andrew's Priory, Iolani and Seabury Hall this fall. To be eligible for this scholarship children had to be entering an Episcopal Church-related school at pre-school through grade 12 for the first time.

An interest of the Commission this year is explore Episcopal identity: What makes an Episcopal school different from the many non-Episcopal Christian schools in Hawaii that also have sound curricula, diversified staff and students, a Christian education program, etc? The National Association of Episcopal Schools (NAES) has just completed a study of this issue, and the Commission will explore its findings and develop an approach for addressing the issue here. In any case, the Commission plans to move its focus toward working with school leadership and faculty for the next several years, with the purpose of helping schools take another look at values and character education as these relate to their Episcopal identity. In the final analysis, we hope to provide schools with insights that will allow them to better understand the advantages of their Episcopal heritage.

Respectfully submitted,
Bob Whiting
Chair,
Episcopal Commission on Schools

Commission on Ministry

The work of the Commission on Ministry since the 36th Annual Convention of the Diocese of Hawai'i in October 2003 has been dictated almost entirely by the revision to Title III of the national Canons made by the General Convention 2003. These are the canons for ministry in the Episcopal Church and describe the purpose of a Commission on Ministry in a diocese.

In response to the changes in these canons, the Commission on Ministry (COM) has focused on the following areas over the past year:

- Determining requirements for licensed ministries, beginning with Eucharistic Ministers (EMs) and Eucharistic Visitors (EVs);
- Determining the effect of the canonical changes on the ordination process in this Diocese;
- Discussing the effects of these revisions on priests ordained under the former "Canon 9" (locally trained priests confined to one congregation), as Canon 9 and its provisions no longer exist.

Licensed Ministries. EMs and EVs are the most widely used of the licensed ministries; therefore, the COM drafted guidelines for them first. In September these were disseminated to all clergy in the Diocese. Local clergy are expected to train EMs in their congregations, while training for EVs will be conducted at a diocesan level. The COM is next outlining guidelines for the other licensed ministries, beginning with Catechists.

Ordination Process. The COM has overseen the ordination process for people in various stages of the process. This includes the following activities: meeting with parish discernment committees who are beginning to work with someone who expresses a possible call to ordination, interviewing individuals for postulancy or candidacy, overseeing formation programs for those not in seminary, and interviewing and reviewing the General Ordination Exams of an individual completing seminary and applying for ordination. The COM has begun revising the diocesan guidelines for ordination to match the changes in the Canons of Title III.

The COM has also established a task force that has been discussing the role of the vocational diaconate in the Diocese of Hawai'i. The task force is composed of priests, deacons, and laity; we expect their work to be completed, with recommendations, in mid-2005.

Clergy Compensation. The Compensation Review Committee of the Diocese met with the COM to discuss clergy compensation and benefits, especially as these affect the deployment and retention of clergy in this Diocese.

Discernment for Ministry. As mentioned above, the COM has guided congregational discernment committees in their work with people expressing a possible call to ordained ministry. However, it has also begun addressing the need for all congregations to be able to help any individual to discern his or her ministry, whether ordained or lay. To that end, it is looking into a formation program that addresses the various ministries of laity, bishop, priest, and deacon, and helps individuals, working in a group over a period of weeks, to discern where and how they may best serve in the ministry of Christ. The COM is hoping this program could be offered in the Diocese of Hawai'i in 2006.

Respectfully submitted,
The Rev. Elizabeth Beasley, Chair

Standing Committee

Members: The Rev. David Kennedy, President; Mrs. Cynthia Salley, Secretary; The Rev. Darrow Aiona; The Rev. Cass Bailey; Mr. John Decker; Mrs. Mary Schulz; Mrs. Linda Sproat; The Rev. Liz Zivanov.

Consented to the following elections:

Gary R. Lillibridge for Bishop of Diocese of West Texas.
Kirk Stevan Smith for Bishop Coadjutor of Diocese of Arizona.
Mark Hollingsworth, Jr. for Bishop of Ohio.
Michael Gene Smith for Bishop of Diocese of North Dakota.

For the election of a Bishop Coadjutor for Diocese of Rio Grande.
For the election of a Bishop Suffragan for the Diocese of Olympia.
For the election of a Bishop for the Diocese of Western North Carolina.

Consented to the ordination of Dawn Frankfurt to the Diaconate.

Approved Holy Innocents request to voluntarily move from parish to aided parish status.

Approved Good Shepherd's request to lease a portion of their property to McDonald's.

Appointed a committee to work with the Chancellor and Diocesan Council to develop policies and procedures for the alienation (selling/leasing) of property.

Began a process, with Bishop's approval, to develop a methodology for a review of his ministry in this Diocese.

Worked with the Bishop and Christ Memorial Parish, Kauai, on ways to help them in their current financial and administrative difficulties. Bishop will begin a training program for the Vestry and Rector in October 2004.

Reviewed Resolution # 4, "Funding and Formation of Future Priests".
Recommending it to the Diocesan Convention with amendments.

Respectfully submitted,
David K. Kennedy, President

Congregational Transformation and Evangelism Department

Many of you may remember us as the Mission Department. Our name was changed this year to Congregational Transformation Department. In February we combined our Department with the Reconciliation and Evangelism Department to become the Congregational Transformation and Evangelism Department. Our mission has remained the same through all the name changes.

Our Mission Statement, "Revitalizing and transforming congregations through commitment to leadership development, spiritual growth, dynamic and inclusive worship, greater diversity and mission", is also the goals and priorities of the commissions and ministries that we are responsible for. These commissions and ministries are; Church Leaders, Congregational Health and Growth, Continuing Education, Ministry Development, Ministries Training (Canonical), Planned Giving, Stewardship, Christian Formation, Native Hawaiian Ministries and New Ministries.

The Congregational Transformation Department deals with policy on budgetary matters. In carrying out this responsibility the Department functions in an oversight role. The Commissions and Ministries do the initial work and bring their findings to the Congregational Transformation and Evangelism Department. Each member of Congregational Transformation and Evangelism Department served as a liaison with one or more Commissions or Ministries.

The 2005 Resource Request was created using the 2004 Mission Department's budget priorities. An evaluation matrix was created to measure each request from the Commissions and Ministries. Much discussion, thought and prayers by members of the Department are put into making the allocations for the 2005 budget. (Mission's Resource Requests are evaluated and funds allocated by the Congregational Health and Growth Commission.) The Congregational Transformation and Evangelism Department reviews and approves the recommendations of the Congregational Health and Growth Commission.

Some examples of funding that have been approved by Congregational Transformation and Evangelism this year are:

St. George's (Pearl Harbor), was advised by the Navy they were to start paying a monthly lease for being on Navy land. This unexpected expense was not included in their 2004 budget. We approved the funds to help make these payments.

Funds were approved to rent a bus for members of St. Jude's (Ocean View) and Christ Church (Kealahou) to travel to St. James (Waimea) to attend the presentation by Bishop Scruton. (It is a two-hour drive, one way, from St. Jude's to St. James.) This presentation had the largest attendance of any of the sessions with Bishop Scruton.

Members of the Congregation Transformation and Evangelism Department are:

Rev. Randy Albano - St. Paul's

Carol Connell - St. Stephen's

Bud Doty - Holy Apostles

Rhoda Hackler - St. Clement's (Secretary)

John Hawkins - St. Christopher's

Leslie Isaki - St. Clement's

Peter Lee - Good Shepherd

Rev. Tony Litwinski - St. James

Willis Moore - St. Paul's

Lynne Reynolds - St. Jude's (Chair)

Nancy Tourk - St. Clement's

Resource Development Department

During 2004, the Resource Development Department fulfilled the responsibilities of the Support Department prior to this year's reorganization of the Diocesan Council. As the reorganization was refined, our department had two representatives of each of the other departments as members. That greatly enhanced communication among the departments and the overall functioning of the Council.

The Department monitored the performance of the investments in the diocesan portfolio, and met with all our investment managers and our investment consultant. We reviewed the diocesan financial reports including the balance sheet, cash flow and unexpended funds. We reviewed the 2003 Audited Financial Statements and met with the auditors.

We also monitored congregations' payments of their assessments and other obligations to the diocese and proposed actions to take in response to delinquencies. We monitored the Camp Mokule`ia financial reports as required by Diocesan Convention Resolution.

The Department met with the insurance agent for the diocese and reviewed insurance needs and options.

The Department reviewed General Convention resolutions that relate to our areas of responsibility and discussed with other departments and commissions how to respond to those resolutions. A task force of the department began reviewing our investment guidelines in light of current thinking about socially responsible investing.

Another task force of the Department worked with members of the Standing Committee on developing a policy and set of procedures for the alienation of property by congregations. The draft policy is being reviewed by the Diocesan Chancellors.

The Department coordinated the developing of the 2005 Draft Budget and facilitated the Council's deliberations on the budget.

The Department reviewed lease agreements and other contracts entered into by various congregations as required by the Diocesan Canons and referred those needing Council approval to Council and those needing Standing Committee approval to that body.

We of the Resource Development Department are grateful for being part of the renewal of the Diocese of Hawai`i. The past year has been one to increased accountability of the congregations and leaders of the Diocese to one another. It has also been a year of new and renewed ministries and of new and exciting ideas. We are grateful to have been able to serve the Diocese in exercising stewardship of the resources with which God has entrusted us.

Respectfully submitted,
The Rev. Alison M. Dingley,
Chair, Resource Development Department

Youth and Young Adult Department

The Youth and Young Adult department of Diocesan Council was formed in 2003 to focus on ministry in this area, an expressed diocesan priority.

For most of the year the department was comprised of the Youth Commission (formerly Hawaii Episcopal Youth), the Young Adult Commission, the Campus Ministry Commission and the Episcopal Schools Commission. The focus of the department was to work with these commissions to understand their objectives and to assist where helpful with vision, resources and creative possibilities.

During the year the Youth Commission continued with its impressive array of programs, including New Beginnings, Happening, Senior and Junior High retreats, and a special addition: a boat trip during spring break. These programs do not substitute for a parish's own outreach to youth, but do serve as diocesan-wide celebrations and formation opportunities. The commission did this without a formal leader, thanks to the hard work of Nancy Tourk and others.

The Young Adult Commission focused on offering Vocaré this year, a special formation retreat targeting (what else?) young adults. Two members of the Department and a member of the Young Adult Commission investigated the emerging church movement as a possible direction for some portion of our young adult ministry. This worship is quite Episcopal in foundation, yet utilizes a substantial amount of technology. The movement seems to be taking hold among young adults in a variety of mainland cities, and may have possibilities in Hawai'i.

The focus of Campus Ministry has been to prepare MacCray Center for ministry, including completion of the building, landscaping, and air conditioning such that it is no longer hotter inside than outside. One possibility is that it may be a site for emerging worship.

The Episcopal Schools Commission, a canonical commission, has provided teacher training events in the past, but noting that other groups provide similar high-quality events, the Commission is researching the needs of Episcopal schools in Hawai'i to consider what type of support will be most helpful.

At the end of the year the Youth and Young Adult Department proposed that council merge the Youth, Young Adult and Campus Ministry commissions to provide for coordination of efforts and to allow for the synergy that happens when creative groups work together. This move would also solve the problems of 1) the Youth commission being without a formal leader, 2) the Young Adult group having difficulty scheduling regular meetings and 3) the campus ministry group desiring more initiative from younger adults. Council approved the proposal, and the new group is called Emerging Generations, to reflect this new cohort of young Generation X folk and the Millennial Generation.

At the end of the year the Camps and Conferences Commission was moved to the Youth and Young Adults Department.

Campus Ministry Commission

Chair: The Rev. Dale C. Hathaway; Members: Pi'ikea Friedenborg, Karen Sender, Rachel Secretario, Clyde Smith, Sandi Souza

The Mission for Campus Ministry is: "To nurture the individual and build Christian community within the institutions of higher learning." To accomplish this mission we have set the following ministry objectives:

There was no allowance for a campus missionary in the 2004 budget. There were some conversations that there might be a diocesan officer hired who would have oversight of formation ministries. There was a possibility that such a person might have his or her office at the MacCray Center.

Beginning in January, the center was opened 2 days per week, with Clyde Smith volunteering to offer hospitality. Eucharist was celebrated once a week. There were some preliminary conversations with members of the ELCA campus ministry team.

As the year began, a vision of making the center a place that was attractive to students began to take shape. A guiding short-hand proverb took the shape of: What are the 3 things that every college age person does every day? 1) eat, 2) sleep, 3) log-on. As the year unfolded, we became increasingly aware that the hours that most students are looking for a place to "hang-out" are highly unpredictable. UH Manoa is a largely commuter campus. Most students drive in to class. Most students do not live on campus. At the same time, there are several thousand students who do live on campus. These are students who are often living far away from home, many of them international students.

Though the center did not see an increase of student traffic, there was an ever-increasing schedule of activities. Groups from around the diocese began to use the facility on a regular basis, including: Bishop's staff, an EFM group, the Diversity Commission, formation committees, and several groups from St. Clement's. Most exciting to us was the expansion of the ministry of I-Rec from Chaminade University, under the leadership of Barbara Street. She describes their activities as "gathering of college students and developmentally challenged teens and young adults for fellowship and fun." Also the Young Adult Commission from the diocese began regular meetings, eventually including a weekly fellowship group.

By the start of the 2004-2005 school year, the MacCray Center was becoming a very welcoming place. Computers were donated by St. Clement's that were used to form a wireless network. The center is now a "hotspot" for users of wireless computers. In August air conditioning was installed, making the building not just comfortable but conducive to the kind of ministry actually being carried out there.

During 2004 the Strategic Plan of the diocese began to take shape. At the same time Diocesan Council continued an ongoing process of structuring itself and the diocese to reflect the mission goals established by General Convention and the diocese of Hawai'i. In August several of the commissions that focus on young persons, including Campus Ministry, consolidated themselves under one umbrella commission. The particular shape and work of the commission into 2005 remains now to be discovered. We remain, however, committed to reaching out for the sake of the gospel.

Christian Formation Commission

David B Caldwell, Chairperson, Tish Bailey, Melanie Furugen, Laurie Luczak, Conny Santana, Eugenia Sitts, Jenny Wallace

The Christian Formation Commission (CFC) works to bring training opportunities, for all persons, young and old, under one umbrella in order to better assist congregations determine and achieve their individual needs. The CFC oversees ongoing diocesan programs such as EFM, DOCC, Alpha, and Catechesis of the Good Shepherd. Training opportunities for each of those programs were offered this year. It is the intention of the CFC that every congregation within the diocese, regardless of size or budget, is able to avail itself of the full complement of Christian Formation resources provided throughout the diocese. The commission continues to explore other programs and to assist in the implementation of new programs which fit the needs of diocesan congregations.

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

Goals and Objectives:

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

A series of seminars were held on Hawai'i, Kauai, Maui, and O'ahu in June of 2004. The featured presenter was Ms. Vicki Garvey, former professor of Old Testament and Hebrew studies at Seabury-Western seminary, and co-chairperson for Christian Formation for the Diocese of Chicago. She spoke on the theme of Passions, Pageants and Stories of our Life in God. It provided an opportunity for representatives of congregations to share and listen to each others stories, to solicit feedback, and to investigate new opportunities for formation using models both from outside and inside the diocese.

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

The curriculum brochure was revised for the June seminars identifying and summarizing various ecumenical formation programs. The Christian Formation Commission is working to establish electronic access to program material in order to provide timely information of upcoming events, and material support for congregations. With the launching of the new diocesan web page and the hiring of the part-time MIS technician the commission hopes to provide download access to resource material and information. The commission is working with the Native Hawaiian Ministry Commission in investigating how best to empower congregations to incorporate native Hawaiian concepts into the liturgical and formation life of the diocese, as resolved at the 2003 Annual Meeting. A resource table was available at Diocesan Convention, which included curriculum materials and books on formation. Those wishing more information on books and resources may contact any member of the commission.

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

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

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

The commission continues to participate in the Western Episcopal Educator's meeting, which took place in November in the Diocese of Olympia.

Companion Diocese Relationship with Okinawa Commission

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

The year 2004 is the 5th year of the relationship with the Diocese of Okinawa, Nippon Sei Ko Kai of Japan. 2005 will be the 6th and final year of the relationship.

Bishop Chang had been invited to visit Okinawa this past year, and the commission had hoped that a couple of adult representatives from Hawaii could accompany him to Okinawa. However, the trip was cancelled due to other priorities of the Bishop of Okinawa and rescheduling was not possible. Hopefully, this visit or a visit to Hawaii by Okinawa representatives will be possible next year to share resources, conclude and evaluate our relationship.

In the past, focus was on joint ministries of the youth from Okinawa and Hawaii and exchange visits. There has been a change in the leadership and membership of the Okinawa committee, and Okinawa also has a companion relationship with South Korea.

Thank you to all the churches that continue to pray for our Companion Diocese.

Congregational Health and Growth Commission

Sandra Leialoha, Chair, Rev. Randy Albano, Rev. Cass Bailey, Rev. Honey Becker, Rev. Dale Hathaway, Kala Holden, Mi Sun Hong, Lot Lau, Pam McCoy, Ervin Pasalo, JR Pasalo, Hatsune Sekimura, Mimi Wu

The Congregational Health and Growth Commission began the year as 3 separate commissions. The Congregational Development, Evangelism, and Multicultural Commissions were merged into one commission by a resolution of the Diocesan Council. The commission continued the programs and tasks as they were previously assigned before the merger, but worked on and created a new name and mission statement. The mission statement is: *Growing healthy multi-cultural churches through evangelism and spiritual transformation.*

The Commission sent Mi Sun Hong to the Cultural Sensitivity Program in March 2004 in San Francisco.

The Commission sent Mimi Wu and Ervin Pasalo to Burlingame, California to attend the Episcopal Asian American Consultation Ministry Conference on Cultural Diversity and Adventures of Mission in the Pacific. The theme was New Beginnings. There were discussions on how multicultural ministry is need for growth of congregations.

During May 2004, the Commission sent 7 people to the Plant My Church conference. Participants were from St. Nicholas', St. Peter's, St. Christopher's, Christ Church, and Church of the Resurrection held in Lansdowne, VA. It was the first conference with the focus of starting and growing a church within the Episcopal tradition. There were sessions on effective church planting, radical hospitality, worship evangelism, marketing, and financial strategies.

Three people attended the Upward Bound conference also held in May 2004 held in Fort Lauderdale. Participants were from St. Clement's, St. Stephens, and St. Mark's Churches. The focus of this conference was to develop skills to help congregations in conflict and in times of change and transition.

The Commission sent members from St. Nicholas' and St. Clement's to learn about the Emerging Church Movement in Seattle. The focus of the Emerging Church Movement is offering a new direction for the Episcopal Church to reach young adults.

The Commission assisted the Diversity Commission in the preparation of, and opening prayer, and hospitality during the An Invitation to Power: A Liturgical Approach to Leadership in a Multicultural Community Conference presented by Eric Law in September.

Addressing the Diocesan Budget 2005 began in February of 2004 with the development of the Resource Request forms as well as a matrix to evaluate how well the replies affirmed the priorities for the mission of the Diocese that were established by the Diocesan Council in 2003. While wishing we could recommend allocations to support the congregations at levels that they requested, fiscal constraints would not allow that. This is the second year of a 5-year plan for 2 congregations working toward independence from diocesan support. Support for these congregations has been at levels they requested to help them achieve the goal. Recommended support for some congregations was at levels sufficient to provide a supply clergy with a challenge to improve their stewardship, evangelism, and community outreach. Other congregations in transition because they have new clergy or are in the process of searching for new clergy were given support they requested. The Commission recommended the greatest percentage of the congregational support be given to St Nicholas, the new church plant.

Continuing Education Commission

The mission statement of the Commission on Continuing Education:

“By administering the Diocesan Continuing Education Program, we encourage clergy, lay professionals and lay leaders to seek religious professional and personal growth consistent with the Formation Department’s mission of equipping and empowering all ministers of the Diocese.”

The responsibilities of the Commission are multi-faceted: 1) To encourage ongoing growth in all ministers of the Diocese; 2) To administer the Continuing Education Grants Program including review & approval of applications and distribution of grant funds to help clergy & lay professionals finance their continuing education, 3) To monitoring post attendance program reports, 4) To maintain Diocesan wide record keeping of continuing education credits and 5) To encourage, promote and, if necessary, coordinate in-State continuing education programs that are consistent with the Formation Department’s guidelines.

In fiscal 2003 & 2004, the grants program was funded to support each qualifying applying clergy member and lay professional for up to \$900.00 in grant support per year. If funds are available, lay leaders are also given grant support for qualified applications. Additionally, clergy & lay professionals who completed their fiscal 2002 continuing education requirements were eligible for an additional \$100 in grant money in fiscal 2004.

Firmly believing that continuing education imparts benefits to the individual, the congregation and the diocese, the Commission’s guidelines for funding begin with the assumption that the expenses for the events would be shared equally amongst the participant, congregation and diocese. In cases where this would cause hardship on the participant and/or congregation, the Commission requested additional explanation and made adjustments accordingly.

During 2003, the Commission has approved grants to 18 clergy and 4 lay professionals to participate in continuing education activities, totaling \$15,543. Grant and reporting forms have been revised and put on the Diocesan website for easier access to the users. Work is being done to create a central record keeping system in regards to credits and grant funding per individual.

Efforts to develop and promote more continuing education opportunities in Hawaii are in progress. Additionally, the Commission is also looking at how individuals may better share their knowledge and experiences from participating in continuing education activities as well as persons in the diocese whose knowledge and expertise in various areas are beneficial to the diocese as a whole.

The Commission is fully aware of the fact that clergy, lay professionals and lay leaders would have a more difficult time participating in continuing education activities without the support and cooperation of their congregations. We would like to thank the congregations who have supported their clergy and lay persons in this effort and commend these participants who have met their continuing education requirements for 2003.

We look forward to growth and enhancement to this program and increased participation and input from all members of the diocese.

Commission on Diversity

Emily Hawkins, Cecilia Fordham, Jane Ibara, Ed Fitzpatrick, Zeny Cabading

The commission's purpose is to create dialogue on racism, to facilitate respect for diversity and to promote healing, reconciliation and transformation in the church's members and institutions. Our efforts are directed toward creating opportunities to fulfill the mandate of the national church that all leaders of the church, including lay, clergy and staff, receive anti-racism training.

The commission planned and implemented a broadly attended diversity training entitled "An Invitation to Power: A Liturgical Approach to Leadership in a Multicultural Community" a workshop and series of conversations with the Reverend Eric Law, a Chinese American Episcopal priest and internationally known consultant and trainer on multiculturalism who is currently the Missioner for Congregation Development in the Diocese of Los Angeles. During the week of September 7 – 14, Rev. Law visited all islands holding small group meetings with clergy and lay. On Saturday, September 11, he facilitated a workshop for more than ninety participants from all islands at St. George's. Participants were introduced to his RESPECTful Communication Guidelines, Mutual Invitation, and a Community Bible Study Process that is guided by reflection of the diversity of the group and the probability of power differentials therein. Cecilia Fordham spearheaded planning which included Eric's first book The Wolf Shall Dwell With The Lamb being sent to all ministers. Copies of all five of his books, plus music that he has composed for services, was made available to participants at the Saturday workshop. The commission was very pleased with the response of both lay and clergy to this project and plans future programs growing out of this training.

The commission also studied the new anti-racism materials from the national church Seeing the Face of God in Each Other. These materials and an accompanying video that is meant to be used over a course of 3 – 5 sessions is available for the diocese. The commission will be posting excerpts from these materials to the website.

Respectfully submitted,
Emily Hawkins, Chair

Episcopal Relief and Development Commission

Submitted by Susan Thornett, Diocesan Coordinator

Episcopal Relief and Development (ERD) in Hawaii has seen much movement so far in 2004. We saw movement in leadership and we saw movement of individuals traveling to far off lands where ERD is doing its work. Derrick Shimabukuro from Good Samaritan, ended his term as Diocesan Coordinator in June, 2004. The work he did during his term is much appreciated. He turned over an eager group of Parish Representatives to the new Coordinator, Susan Thornett from St. Christopher's. He graciously has stayed on as Parish Coordinator for Good Samaritan and his experienced input has been valuable.

After attending the ERD annual conference in Houston, TX, Susan met with the local Parish Representatives: Jeanne Aeby from St. Andrew's Cathedral, George Lee from St. Clement's, Raymong Ganotise from Epiphany, Amado Yoro from St. Paul's, Sylvia Rowland from St. Elizabeth's, Pat Raines from St. Stephen's, Sharon Billingsley from St. Christopher's and Derrick Shimabukuro from Good Samaritan. These reps are currently coordinating Episcopal World Hunger Sunday at their parishes November 14th. An easily insertable bulletin insert for World Hunger Sunday is available on ERD's website at www.er-d.org. Some parish reps will also be present at the ERD exhibit table at convention in October.

Two individuals from our diocese moved across continents to travel to areas where ERD is present. Jenny Wallace from St. Andrew's went to Zambia and South Africa in April, 2004. She travelled with the ERD person that monitors the ERD projects at the Episcopal churches in those countries in Africa. She has put together a presentation of the work that ERD is doing in remote African villages and has presented it in sermon format at St. Christopher's and Epiphany. Willis Moore returned in September from a trip to El Salvador. He has put together a fantastic slide show and presented it at St. Clement's. His professional quality photos make clear the extensive work ERD has done in El Salvador after their devastating earthquake. Both these people are available for presentations at other churches.

The goal for 2005 is to have more churches participating with Parish Representatives.

Commission on Native Hawaiian Ministry

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

In January, the Rev. Darrow Aiona accompanied a delegation of 2 Native Hawaiian young adults from St. John's By the Sea Church, Rex Kainalu Chong and Raquel U'I Chong, to WINTERTALK XVI in Oklahoma. The Chong siblings were awe-struck and impressed by everything they saw and experienced on their very first trip to the mainland, from the billboard signs along the roadside to the cold weather to the variety of Native American delegates from different tribes and areas of the United States. The young Hawaiians left a very positive impression on all who met them. Their enthusiasm and willingness to participate and learn endeared them to other participants who saw them as future leaders of the church. Malcolm Chun also attended as a member of the ITTI board and assisted Dr. Owanah Andersen in her class on the "History of Native Americans in the Episcopal Church" by providing a Hawaiian and Pacific perspective.

Pre-production work continues on Hawaiian translation of prayer book services with psalms, as well as on material for diocesan training on the core Hawaiian values of mana, malama and pono, which were introduced in a resolution at last year's convention in October 2003. CONHM will work with Christian Formation on this initiative. Work also continues on the Native Hawaiian Episcopalians' directory.

The Rev. Darrow Aiona was reconfirmed as the network coordinator to Province VIII after three years' absence due to administrative oversight. He will be attending the Province VIII and network coordinators' meeting in October to plan additional Sunday worship services at St. Phillip's Church in San Jose. A Sunday worship service was held there on January 18th for the Bay Area Hawaiian Community. Two other services were targeted for the spring, but were precluded by other events in the area.

Ka Papa Anaina held a special healing service for Pua and Charlie Hopkins in August, shortly after she was hospitalized. It is with extreme sorrow that we acknowledge Pua's passing in September. She leaves an incredible void in the Episcopal Church in Hawai'i, as well as in the lives of all who knew and loved her. Her outreach was widespread, across nations and nationalities, and she is sorely missed. We are still developing and coordinating plans for gatherings and meetings, including the transitioning to new leadership for vacancies created in her absence. Our aloha and prayers go out to Charlie and Pua's `ohana.

CONHM representatives, Linda Sproat and Malcolm Chun, will be hosting an Anglican Indigenous Network (AIN) gathering of kupuna (elders) and kamali'i (youth) on Kaua'i October 26 through November 1st to continue the dialogue and program planning which was begun last year at the AIN Conference held in Rotorua, Aotearoa (New Zealand).

Malcolm Chun remains a postulant in Holy Orders and met with the Commission on Ministry in late spring. He has completed all requirements to date.

Stewardship Commission

Chair: Mary Schulz – Herman Andaya, Jon Guilbert, Charlotte Holmes, Harold Nelson, Chan Rowe, Amado Yoro, and Pam McCoy (liaison)

Following the 2004 convention, new members were introduced to the commission. Their first meeting was in January of '04. A training session was held for them February 28, conducted by Chan and Nancy Rowe, and Mary Schulz.

Guest speaker Sr. Mary Jose Hobday was brought to tour the islands of Kauai, Maui, Oahu, and Hawaii, from April 24 through May 8. She was warmly received by parishioners at every venue. Her topic was Stewardship interfaced with Simple Living. Copies of her books, "Awe and Abundance" and "Simple Living", were sold. The revenue contributed to repayment of expenses.

Members Andaya, Guilbert, Rowe, Schulz, and Yoro attended the TENS Conference in San Francisco, June 17 through June 19. This was valuable Training. The attendees were well prepared to spread the word throughout the Diocese.

Unfortunately, our Nuts & Bolts conference did not take place this year because of financial restraints. In place of this, two Stewardship training manuals have been ordered, and will be distributed to each of the 39 parishes in the Diocese, during convention.

Terry Parsons, Stewardship Missioner, has been asked to speak for the road Show event in the Spring of 2005.

Four new members are being considered for our commission.

Respectfully submitted,
/s/ Mary Schulz
Chair

Report of the Registrar of the Diocese

36th Annual Meeting of the Convention of the Episcopal Church in Hawaii
Janice Horimoto, Registrar

Before my appointment as Registrar of the Diocese, I met with Bishop Chang for an orientation of the duties of a Registrar. I have never heard of a position of "Diocesan Registrar" and I had no clue of the responsibilities and qualifications.

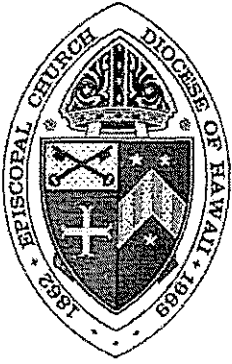
After a lot of prayers and debating within myself, I put my trust in the Lord and Bishop Chang and accepted the position, still with no clue of the responsibilities and qualifications.

In January, 2004, I met with Marie Elesarke, then with the Bishop's Office for an orientation. I was shown the file folders of the minutes of the Standing Committee and Diocesan Council. I also received a copy of the duties of the Registrar as shown in the Canon of the Episcopal Church: Canon 9. The Registrar of the Diocese. Reading Canon 9 overwhelmed me as I read my "duties". As I complete my 1st year as Registrar, my "total" duties are still ambiguous but report that the minutes of the Standing Committee and Diocesan Council are in good order.

I became aware of a problem of the electronic world that we live in. With transmittal of report via email Secretaries are not signing their reports. Some of the Secretaries have solved this by signing their report as follows: /s/ _____ (Jane Doe) _____ .

Thank you to all Secretaries/Clerk for their efficiency and especially to Marie and Tiare Ono for making my duty pleasant by making time for me even when they are busy.

Respectfully submitted,
Janice Horimoto
Registrar



THE EPISCOPAL DIOCESE OF HAWAI'I

The Right Reverend Richard S.O. Chang
Bishop of Hawai'i

October 15, 2004

To the 36th Annual Meeting of the Convention of The Episcopal Diocese of Hawai'i:

As of this date, the following Committees and Commissions of The Episcopal Diocese of Hawai'i have not reported to this Annual Meeting pursuant to Canon 18 of the Canons of The Episcopal Diocese of Hawai'i:

Hawai'i Episcopal Youth Commission
Young Adult Commission
Justice, Peace and Partnerships Department
Historiographer

Faithfully yours,

Richard S.O. Chang
IV Bishop of Hawai'i

Section V
Official Clergy List

OFFICIAL CLERGY LIST

Canonically resident in the Diocese of Hawai'i in the order of their residence, which is prefixed, with the order of their ordination to the diaconate, which is affixed, from January 1, 1954 through October 1, 2004

ACTIVE

DATE OF ORDINATION

1963	The Rev. Darrow L.K. Aiona St. Mark's Episcopal Church 539 Kapahulu Avenue Honolulu, HI 96815	1963
1966	The Rt. Rev. Richard S.O. Chang The Episcopal Diocese of Hawai'i 229 Queen Emma Square Honolulu, HI 96813	1966
1968	The Rev. Franklin S.H. Chun Church of the Epiphany 1041 10th Avenue Honolulu, HI 96816	1968
1971	The Rev. Richard E. Winkler, Jr. 202 Pin Oak Drive Harker Heights, TX 76543	1971
1972	The Rev. Canon Brian J. Grieves The Episcopal Church Center 815 Second Avenue New York, NY 10017	1972
1973	The Rev. Imo S. Tiapula P.O. Box 2030 Pago Pago, American Samoa 96799	1971
1975	The Rev. Vincent dePaul O'Neill St. Timothy's Episcopal Church 98-939 Moanalua Road Aiea, HI 96701	1964
1977	The Rev. Lynette G. Schaefer Grace Episcopal Church P.O. Box 157 Hoolehua, HI 96729	1977
1979	The Rev. Heather M. Mueller-Fitch St. John's Episcopal Church 8992 Kula Highway Kula, HI 96790	1979

1979	The Rev. Morley E. Frech, Jr. Trinity Church By-The-Sea P.O. Box 813 Kihei, HI 96753	1973
1983	The Rev. Linda A.L. Sutherland Deacon, St. Michael & All Angels P.O. Box 978 Lawai, HI 96765	1983
1983	The Rev. Eleanore G. Akina Deacon, Emmanuel Episcopal Church 1237 Mokulua Drive Kailua, HI 96734	1983
1983	The Rev. John A. Holmes Deacon, Church of the Holy Apostles 107 Koula Street Hilo, HI 96720	1983
1983	The Rev. Dorothy M. Nakatsuji Deacon, Parish of St. Clement 1725 Fern Street Honolulu, HI 96826	1983
1985	The Rev. Jeanne B. Grant Deacon 2030 Acoma Drive Cottonwood, AZ 86326	1985
1985	The Rev. John F. Hanley Deacon 6875 S.W. 68th Avenue Portland, OR 97223	1985
1985	The Rev. David J. Baar P.O. Box 427 Kula, HI 96790	1962
1985	The Rev. Edith Sewell Deacon 18755 West Bernardo Drive #1217 San Diego, CA 92127	1985
1985	The Rev. Linda J. Neal Deacon P.O. Box 159 Brookings, OR 97415-0016	1985
1985	The Rev. Roger F. Wise P.O. Box 5774 Auburn, CA 95604	1985

1986	The Rev. Alison M. Dingley St. Stephen's Episcopal Church 1679 California Avenue Wahiawa, HI 96786	1978
1986	The Rev. Kenneth L. Jackson 99-1002 Pu'umakani Street Aiea, HI 96701	1986
1986	The Rev. Imelda S. Padasdao 1326 Konia Street Honolulu, HI 96817	1986
1988	The Rev. Marilyn R. Watts 700 Richards Street, #1806 Honolulu, HI 96813	1988
1988	The Rev. Peter S. Fan St. Elizabeth's Episcopal Church 739 Pensacola Street, #C Honolulu, HI 96814	1980
1990	The Rev. Peter R. Besenbruch 94-535 Anania Ct., #101 Mililani, HI 96789	1982
1991	The Rev. Ricky R. Melchor Deacon, Church of the Good Shepherd 593 S. Kamehameha Avenue Kahului, HI 96732	1991
1991	The Rev. Nancy I. Conley Deacon 47-775 Ahilama Road Kaneohe, HI 96744	1991
1991	The Rev. Thomas M. Van Culin St. Matthew's Episcopal Church P.O. Box 70 Waimanalo, HI 96795	1991
1992	The Rev. George M. Clifford III Naval Post Graduate School 1 University Circle Monterey, CA 93943	1992
1993	The Rev. Gregory M. Johnson P.O. Box 893788 Mililani, HI 96789	1992

1993	The Rev. A. Donor Macneice Christ Memorial, Kilauea/St. Thomas, Hanalei P.O. Box 293 Kilauea, HI 96754	1964
1993	The Rev. Leonard R. Howard Deacon, St. Andrew's Cathedral 98-1128 Malualua Street Aiea, HI 96701	1993
1995	The Rev. Carol M. Arney Christ Church P.O. Box 545 Kealahou, HI 96750	1995
1995	The Rev. Agnes Patricia Leo Deacon, Church of the Epiphany 665 Paopua Loop Kailua, HI 96734	1995
1996	The Rev. P.S. Noriaki Ueda Deacon 1-2-20-501 Hamasaki Asaka-shi, Saitama 351-0033 Japan	1987
1996	The Rev. Hollis E. Wright St. Nicholas' Episcopal Church P.O. Box 700501 Kapolei, HI 96709	1996
1997	The Rev. Joseph Carr Calvary Episcopal Church 45-435 Aumoku Street Kaneohe, HI 96744	1979
1997	The Rev. Polly Hilsabeck 371 Opihikao Place Honolulu, HI 96825	1985
1997	The Rev. F. Kay Johnson 2300 W. Alabama Street, Apt. 37 Houston, TX 77098	1989
1998	The Rev. Marvin L. Foltz Church of the Good Shepherd 2140 Main Street Wailuku, HI 96793	1992

1998	The Rev. B. Cass Bailey St. Christopher's Episcopal Church P.O. Box 456 Kailua, HI 96734	1995
1999	The Rev. Robert H. DeWolfe Good Samaritan Episcopal Church 1801 10th Avenue Honolulu, HI 96816	1971
2000	The Rev. John Turner St. Jude's Episcopal Church 92-915 Kona Kai Blvd. Ocean View, HI 96737-6502	2000
2000	The Rev. Randolph V.N. Albano St. Paul's Episcopal Church Queen Emma Square Honolulu, HI 96813	1979
2000	The Rev. Tancredo R. Pastores Resurrection/St. Columba's Episcopal Church 1407 Kapiolani Street Hilo, HI 96720	1979
2000	The Rev. Walter Stevens Hawai'i Preparatory Academy 65-1692 Kohala Mountain Road Kamuela, HI 96743	2000
2000	The Rev. Canon Robert L. Fitzpatrick Office of the Bishop 229 Queen Emma Square Honolulu, HI 96813	1986
2000	The Rev. Taylor Clark Deacon 991 Normandy South Salem, OR 97302	2000
2001	The Rev. Ajuko Ueda St. Paul's University 1-2-26, Kitano Niiza-shi 352-8523 Japan	2001
2001	The Rev. Teresa N.T. Bowden 2573 California Avenue Wahiawa, HI 96786	2001

2001	The Rev. C.S. Honey Becker Deacon, St. Andrew's Cathedral P.O. Box 819 Kailua, HI 96734	2001
2001	The Rev. Jeannette A.H. Myers	1979
2001	The Rev. Dale C. Hathaway St. Mary's Episcopal Church 2062 South King Street Honolulu, HI 96826	1982
2001	The Rev. Susan M. Champion St. Andrew's Priory School 224 Queen Emma Square Honolulu, HI 96813	1991
2001	The Rev. Elizabeth A. Zivanov Parish of St. Clement 1515 Wilder Avenue Honolulu, HI 96822	1993
2002	The Rev. Peter O. Champion Emmanuel Episcopal Church 780 Keolu Drive Kailua, HI 96734	1989
2002	The Very Rev. Ann McElligott Cathedral Church of St. Andrew Queen Emma Square Honolulu, HI 96813	1984
2002	The Rev. David C. Moore Iolani School 563 Kamoku Street Honolulu, HI 96826	1975
2002	The Rev. Elizabeth P. Beasley All Saints Episcopal Church P.O. Box 248 Kapaa, HI 96746	1998
2002	The Rev. Patton L. Boyle St. John's Episcopal Church By-The-Sea 47-074 Lihikai Drive Kaneohe, HI 96744	1970
2003	The Rev. Anthony Litwinski St. James' Episcopal Church 65-1237 Kawaihae Road Kamuela, HI 96743	2001

2004	The Rev. Mary D. Lindquist The Episcopal Church on West Kauai P.O. Box 247 Eleele, HI 96705	2000
2004	The Rev. William H. Allport, III St. Peter's Episcopal Church 1317 Queen Emma Street Honolulu, HI 96813	2002
2004	The Rev. Canon Timothy Sexton Cathedral Church of St. Andrew Queen Emma Square Honolulu, HI 96813	1983

RETIRED

1945	The Rev. Burton L. Linscott 1553-A Pualele Place Honolulu, HI 96816 8/1/1978	1945
1954	The Rev. W. Edwin Bonsey 56 Likeke Street Hilo, HI 96720 7/1/1992	1954
1954	The Rev. David P. Coon P.O. Box 690 Kamuela, HI 96743 6/11/1992	1954
1956	The Rev. Morimasa M. Kaneshiro 385 Oomano Place Honolulu, HI 96825 8/31/1987	1956
1957	The Rev. Charles T. Crane 7950 E. Keats, #156 Mesa, AZ 85208 7/1/1988	1957
1958	The Rev. Norio Sasaki 3252 Charles Street Honolulu, HI 96816 8/30/1988	1958
1959	The Rev. Roger M. Melrose 493 Hillwood Drive NE Hillsboro, OR 97124 6/30/1987	1959
1959	The Rev. Canon Timoteo P. Quintero 99-443 Waoala Place Aiea, HI 96701 5/31/1997	1954
1960	The Rev. William H. Aulenbach, Jr. 25152 Ocean Knoll Dana Point, CA 92629 10/1/1993	1960
1961	The Rev. Fred G. Minuth 1272 Kina Street Kailua, HI 96734 6/1/1987	1961

1961	The Rev. J. Hollis Maxson 447 Kawaihae Street Honolulu, HI 96825 7/2/1990	1961
1962	The Rev. Thomas Yoshida 1410 Makiki Street Honolulu, HI 96814 1/23/1996	1962
1963	The Rev. David K. Kennedy 491 Opihikao Place Honolulu, HI 96825 11/1/1996	1963
1966	The Rev. Gerald G. Gifford II 6750 Hawaii Kai Drive, #1302 Honolulu, HI 96825 8/1/1989	1952
1966	The Rev. Charles G.K. Hopkins P.O. Box 517 Kaaawa, HI 96730 1/31/1996	1966
1966	The Rev. Jordan B. Peck, Jr. 310 Kevin Court S.E. Salem, OR 97305 3/1/1991	1966
1968	The Rev. Rudolph A. Duncan 46-082 Puulena Street, #1221 Kaneohe, HI 96744 4/1/1991	1968
1968	The Rev. George Lee 2468 Lamaku Place Honolulu, HI 96816 1/1/1992	1957
1969	The Rev. Joseph B. Turnbull 2825 South King Street, #2102 Honolulu, HI 96826 9/1/1985	1945
1971	The Rev. Paul S. Kennedy Iolani School 563 Kamoku Street Honolulu, HI 96826 9/1/1996	1963

1979	The Rev. David M. Paisley 5353 Felicia Street Camarillo, CA 93101 6/30/1979	1952
1980	The Rev. John G. Shoemaker 3045 Fir Tree Drive SE Salem, OR 97301 7/1/1994	1954
1988	The Rev. Layton P. Zimmer P.O. Box 353 Wailuku, HI 96793 1/31/1997	1955
1991	The Rev. Malcolm Miner 2211 Pane Road Koloa, HI 96756 7/1/1988	1949
1991	The Rev. David L. Clark P.O. Box 2129 Mt. Sunapee, NH 03255 7/1/1992	1957
1976	The Most Rev. Edmond L. Browning, DD 5164 Imai Road Hood River, OR 97031 12/31/1997	1954
1967	The Rev. Elsbery W. Reynolds 27298 Tierra Verde Drive Hemet, CA 92544 1/1/1998	1967
1979	The Rev. Brian F. Nurdung 98-1365 E. Kaahumanu Street Aiea, HI 96701 1/1/1998	1960
1985	The Rev. John B. Connell 95-1050 Makaikai Street, Apt #17-M Mililani, HI 96789 6/30/1998	1985
1995	The Rev. John A. Longo 2432 Clubside Court #316 Palm Harbor, FL 34683 6/30/1999	1986

1963	The Rev. Guy H. Piltz P.O. Box 1973 Kamuela, HI 96743 4/1/2000	1963
1995	The Rev. Alejandro Geston 91-1746 Bond Street Ewa Beach, HI 96706 12/31/2000	1967
1987	The Rev. Walter M. Harris 68-668 Hoomana Place Waiialua, HI 96791 2/18/2001	1974
1987	The Rev. Charles W. Cannon 291 Shady Glen Avenue Point Roberts, WA 98281 3/17/2001	1968
1997	The Rev. Barbara Coan Deacon 3-3400 Kuhio Hwy #304-B Lihue, HI 96766 9/8/2001	1993
1994	The Rev. Ernest Uno 3075 Ala Poha Place Honolulu, HI 96818 12/1/2001	1994
1988	The Rev. Domingo P. Calag P.O. Box 529 Papaikou, HI 96781 12/31/2001	1982
1989	The Rev. John C. Millen 94-585 Lumiauu Street Waipahu, HI 96797 7/1/2002	1975
1977	The Rev. Robert E. Walden 4401 La Jolla Drive Prescott Valley, AZ 86312 8/31/2003	1977
1990	The Rev. Gerhard H. Laun 1515 Queen Emma Towers QT53 Honolulu, HI 96817 9/30/2003	1970

1974

The Rev. Jan C. Rudinoff
2775 Kanani Street
Lihue, HI 96766
4/1/2004

1972

LICENSED:

2/14/1978	The Rev. Alberto P. Alarcon 95-1017 Kaapeha St., #71 Millani, HI 96789 Canonical Residence: Philippine PIC	1973
9/13/1988	The Rev. Daniel R. Stewart Iolani School 563 Kamoku Street Honolulu, HI 96826 Canonical Residence: Olympia	1969
8/1/1995	The Rev. Kenneth M. Snyder 3200 Wailea Alanui Drive, #304 Kihei, HI 96753 Canonical Residence: Olympia	1957
5/7/2002	The Rev. Jodene Hawkins 155 Wailea Ike Place #38 Kihei, HI 96753 Canonical Residence: Olympia	1990
7/25/2002	The Rev. Alfred T. Stefanik Holy Innocents' Episcopal Church P.O. Box 606 Lahaina, HI 96767 Canonical Residence: Long Island	1964
8/1/2002	The Rev. George LaRue Downing The Church of the Holy Nativity 5286 Kalaniana'ole Highway Honolulu, HI 96821 Canonical Residence: West Tennessee	1971
9/16/2002	The Rev. Thomas McElligott 1212 Nuuanu Avenue #403 Honolulu, HI 96817 Canonical Residence: Minnesota	1949
8/29/2003	The Rev. Robert William Nelson 2777 South Kihei Road, G -209 Kihei, HI 96753 Canonical Residence: Alaska	1979
3/14/2004	The Rev. T. James Bethell St. Michael and All Angels Episcopal Church P.O. Box 572 Lihue, HI 96766 Canonical Residence: Texas	1967

4/30/2004

The Rev. Rolando Piso
2141 Kaumuali Street
Honolulu, HI 96819
Canonical Residence: Philippine PIC

1986

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



Richard S.O. Chang
Bishop of Hawai'i

LICENSED LUTHERAN PASTORS:

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

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