58TH MEETING OF THE CONVENTION OF THE DIOCESE OF HAWAI‘I, OCTOBER 16 & 17, 2026

Seto Hall, ‘Iolani School | Honolulu, Hawai‘i

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October 17, 2026
WORKBOOK

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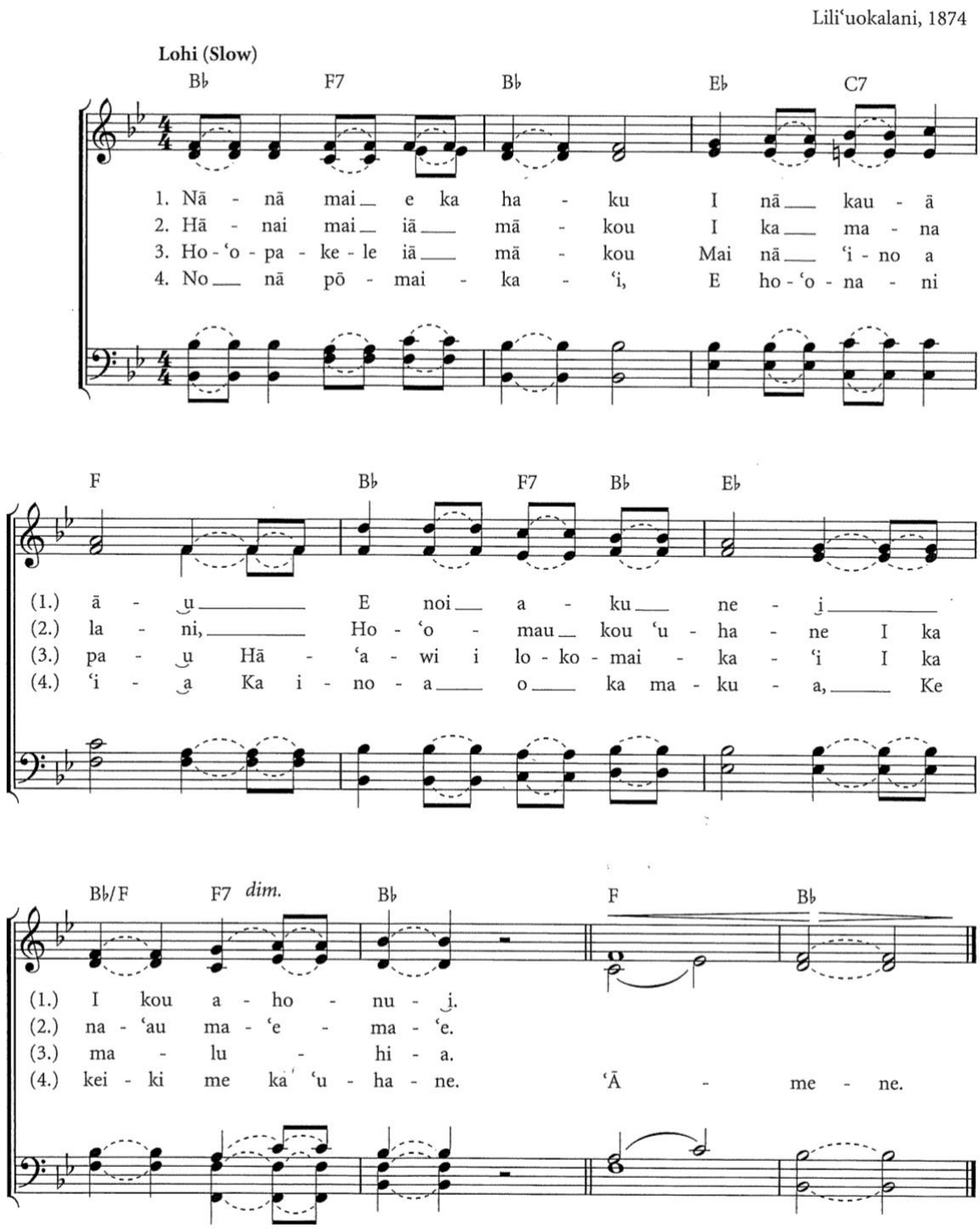
Agenda of the Convention

THE 58TH ANNUAL MEETING OF THE CONVENTION
OF THE EPISCOPAL DIOCESE OF HAWAI'I CONVENED IN
SETO HALL OF
'IOLANI SCHOOL
HONOLULU, HAWAI'I

Saturday, October 17, 2026
The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

I. Call to Order the 58th Annual Meeting of the Convention with opening prayer from the chaplain and singing Queen Lili'uokalani's "He Pule"
II. Introductions
III. Quorum Report of the Credentials Committee
IV. Report from the Chair of Dispatch of Business
    A. Adoption of the Agenda with the following special orders of business:
        i. Camp Mokulē'ia
        ii. Relief efforts throughout the Diocese including update from ACCW
        iii. St. Andrew's Schools
V. Report on Nominations
VI. Bishop's Address
VII. Diocesan Ballots – 1st Ballot
VIII. Report on Resolutions
IX. Report on the Diocesan 1st Ballot and 2nd Ballot, if needed
X. Acceptance of Treasurer's Report by Title
XI. Report on the Diocesan 2nd Ballot and 3rd Ballot, if needed
XII. Consideration of Resolutions: Compensation Review
XIII. Action on the 2027 Budget
XIV. Consideration of other Resolutions
XV. Response to the Bishop's Address by the Bishop-elect
XVI. Set Dates and Locations for next three Annual Meetings of Convention
XVII. Report on 3rd Ballot, if needed
XVIII. Adjournment of the Annual Meeting with a prayer from the chaplain, the Bishop's Blessing, and singing Queen Lili'uokalani's "Aloha 'Oe"

Resolutions – List By Number and Title

Resolution #1:	2027 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i
Resolution #2:	Nominal Payments to Vocational Deacons for participation in the Church Pension Fund (CPF)

Resolution 1: 2027 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

TITLE: 2027 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

SPONSOR: Diocesan Compensation Review Commission

BE IT RESOLVED that this the 58th Convention of the Episcopal Diocese of Hawai‘i, adopt the attached 2027 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i.

RATIONALE/EXPLANATION

The Diocese of Hawai‘i establishes guidelines to assist churches in determining minimum clergy compensation which preserves purchasing power adjusted for inflation. This adjustment, as reflected in the proposed matrix, is intended to attract, retain and support clergy in their role and growth as faithful ministers of the Gospel and in their pastoral care of the church and its members. It includes the employer's portion of the SECA (Self-Employment Contributions Act) tax on self-employment. Churches are free to offer their clergy compensation above the minimum as they consider appropriate and as financial resources allow. Congregations are strongly encouraged to talk honestly with their clergy about ministerial performance and take this into consideration in compensation. The Mutual Ministry Review is a useful tool in this regard.

Each year the cost of living increases, and unless an adjustment is made to reflect those additional costs the existing compensation of clergy is effectively reduced. The Diocesan Compensation Review Commission uses the Bureau of Labor Statistics Consumer Price Index for Honolulu (CPI-W – Urban Wage Earners and Clerical) as its reference for the effects of inflation on clergy in Hawai‘i. Honolulu is the single metropolitan area in Hawai'i tracked by BLS and therefore provides the only objective measure of inflation effects in our economic environment. This figure is released every two months and shows the year-over-year percentage increase in consumer price index through the month preceding. This enables the Commission to observe trends as well as specific data.

Traditionally recommendations for annual adjustment have assumed that factors affecting Honolulu's CPI will be fundamentally similar to those in the immediate past. Such was not the case in 2026 nor will it be for 2027. U.S. economic and trade policies continue to change with no evident objective or endpoint. Likewise, the response of those affected remains in flux, and the economic consequences of the outcome are indeterminate. The full impact on the U.S. economy of the war in the Middle East also has yet to be determined. Recent CPI-W Honolulu figures have fluctuated in response to changing expectations of conflict resolution and reopening of the Strait of Hormuz. Whether, when, how, and to what degree this will happen cannot be predicted at this time. As a result, the Commission refers to the University of Hawai‘i Economic Research Organization (UHERO) inflation forecast of 3% for Honolulu in 2027. This is the most respected source of local economic information. UHERO also projected Honolulu inflation for 2026 at 4%.

That is the recommendation for clergy compensation adjustment which was submitted to Convention in 2025 and adopted for 2026. Based on this information, the Commission recommends an adjustment to minimum clergy compensation in 2027 of 3.0%, as reflected in the proposed matrix. The Commission also recommends that the continuing education minimum and Supply Clergy rates be adjusted upward by 3% in 2027.

The Minimum Clergy Compensation matrix as presented in the policy has been used for several years. The difference between two adjoining elements of the matrix, either horizontally or vertically, is roughly 10%. While there has been little concern expressed with this structure, the Commission will continue to examine the matrix to ensure it represents best thinking within the Diocese.

Everything else in 2027 remains the same as what was adopted at the 57th Annual Meeting of the Convention.

The policy starts on the next page.

2027 Minimum Clergy Compensation and Benefits Policy of the
Episcopal Diocese of Hawai‘i

The minimum clergy compensation for 2027 is outlined in the matrix below. It represents a 3% increase from 2026 minimums.

2027 Minimum Clergy Compensation (Employer portion of) SECA INCLUDED
The Episcopal Diocese of Hawai‘i

Compensation				
Category	0 thru 4 Years Minimum	5 thru 9 Years Minimum	10 thru 19 Years Minimum	20+ Years Minimum
1	124,692	140,160	155,712	168,060
2	113,364	127,440	141,588	152,880
3	102,996	116,016	128,904	139,320
4	95,412	106,140	117,912	126,420

Compensation includes salary, housing and utilities and the employer's portion of the SECA tax.
Numbers are rounded so that when divided by 12 months, the monthly amount is a whole number

Congregations are strongly encouraged to take their clergy's gifts, talents, and progress toward goals, into consideration when determining salary increases, and to talk honestly with their clergy about ministerial performance and take that into consideration in their compensation. It is strongly recommended that annual salary negotiations at the church level be carried out with prayerful candor, clarity and, most importantly, in Christian love.

The following appendices are attached.

A. 2027 Compensation based on 2025 Parochial Report data in alphabetical order by church
B. Congregational compensation categories and computation worksheet
C. Examples and some definitions
D. Mutual Ministry Review

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

1) FULL-TIME POSITIONS

a) The compensation categories and ranges are intended to be used as a framework within which the Vestry/Bishop's Committee and the clergy negotiate a mutually acceptable compensation. The compensation ranges are based on "years of service" to provide a guide for compensation increases as years of service increase. This compensation schedule sets the minimum for churches in the Diocese of Hawai‘i. "Years of service" means the number of years of status as a clergyperson in good standing in The Episcopal Church. In Parishes, compensation is negotiated between the clergyperson and the vestry. For Missions, compensation is negotiated between clergy and the Bishop's Committee with the approval of the Bishop. Credit for prior years of service as an ordained person in good standing in another denomination is negotiated between the clergy and the Vestry/Bishop's Committee with the approval of the Bishop. With respect to clergy newly called or appointed to a congregation, the Vestry/Bishop's Committee is required

to notify the Diocesan Support Center as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention

b) Clergy in charge of parishes or missions must be paid at least the minimum of the applicable category with salary reviews at least annually. Congregations and clergy should schedule and hold a biennial Mutual Ministry Review, complete with clear goals and objectives, mutual accountabilities and shared expectations by both the laity and the clergy.
c) These categories are minimums and should be used as a starting point for salary negotiations. Vestries/Bishop's Committees shall seriously consider appropriate compensation.
d) For ease of administration, all compensation figures will be rounded up into amounts divisible by 12.
e) For clergy who are paid a cash housing allowance, the amount of housing allowance shall be determined by the clergy and each Vestry/Bishop's Committee, working in consultation with their clergy, shall approve a resolution determining housing allowances. The housing allowance adjustment called for in the resolution is enacted only on money earned after the resolution is passed. Typically, this Internal Revenue Service (IRS) requirement shall be completed by December 31 for the following year.
f) The value of Church-supplied housing shall be determined on a case-by-case basis at the congregational level.
g) The minimum compensation for full-time assistants, associates or curates shall be the amount reflected in the Minimum Clergy Compensation and Benefits Policy using years of service and a Category 4 congregation.
h) Clergy must not be paid less than the previous year, unless there is a change to time/work hours.

2) PART-TIME POSITIONS

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

BENEFITS

1) FULL-TIME EMPLOYEE BENEFITS

a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
b) The congregation will pay the mandatory Church Pension Fund Assessment for clergy per Church Pension Group (CPG) requirements or criteria.
c) Group Life Insurance is provided by the Church Pension Fund to clergy at no cost to the congregation.
d) The following apply to full-time employees (both clergy and lay employees) who work at least 40 hours per week.
    i) The congregation generally offers full-time employees the Diocesan Health Maintenance Organization (HMO) Plan (for exceptions, please apply to the Diocesan Support Center). Under the plan, the congregation pays for full family medical coverage.
    ii) Spousal health insurance coverage: If the spouse or civil union partner of a clergy or lay employee is employed and insurance is provided (offered and paid for) by the spouse's or civil union partner's employer, the spouse or civil union partner will not

be covered at the church's or Diocese's expense. If the employed spouse or civil union partner declines coverage from his/her employer and chooses to be on the church's or Diocese's plan, the employee is responsible for the spouse's or civil union partner's premium.

iii) Dependent health insurance coverage: Dependents of eligible full-time employees are eligible for coverage under the Diocese's health plan up to the age of 26, regardless of the child's financial dependency, residency with the employee, student status, or employment. However, the Diocese does not offer dual coverage. Therefore, if a dependent is covered under another health plan, the Diocese will not pay the premium for that dependent. The full premium for the dependent will need to be paid for by the employee for any dependent with dual coverage.

e) The congregation will pay the cost of Worker's Compensation Insurance coverage.

f) The Temporary Disability Insurance Plan for clergy is provided by the Church Pension Fund at no cost to the congregation.

g) Full-time clergy are entitled to four (4) workweeks of annual vacation with full stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one (1) year, except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than two (2) work weeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.

h) Members of the clergy who have been employed by the church for at least one (1) full year are entitled to leave for the birth or adoption of a child for a minimum of eight (8) weeks with full compensation. Up to an additional four (4) workweeks may be taken without pay, or using vacation or sick time. If both clergy spouses are employed at the same employer within the Diocese, they are limited to a combined total of sixteen (16) workweeks of paid Parental Leave. Leave must be taken within twelve (12) months of the birth or adoption.

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

2) PART-TIME EMPLOYEE BENEFITS

a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.

b) The congregation will pay the mandatory Church Pension Fund assessment per CPG requirements or criteria.

c) Part-time employees (both clergy and lay employees) who work at least 20 hours per week for four consecutive weeks are eligible for coverage on the Diocesan HMO plan at no cost to the employee.

d) Spousal health insurance coverage: Spouses or civil union partners of part-time employees are not eligible for coverage.

e) Dependent health insurance coverage:

i) Dependents of part-time employees who work at least 30 hours per week are eligible for coverage under the Diocese's health plan up to age 26, regardless of the

dependent's financial dependence, residency with the employee, student status, or employment. The employee is responsible for the full premium for his/her dependent's coverage.

ii) Dependents of part-time employees who work less than 30 hours per week are not eligible for coverage under the Diocese's health plan.

f) The congregation will pay the cost of Worker's Compensation Insurance coverage.

g) The Temporary Disability Insurance Plan for part-time clergy is provided by the Church Pension Fund.

h) Part-time clergy are entitled to four (4) workweeks of annual vacation with agreed stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one year except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than two (2) workweeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.

3) OTHER

a) Moving Expenses: Clergy will receive an allowance for moving expenses from the US mainland, typically in the range of $12,000 to $20,000 depending on location.

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

c) Continuing Education: Clergy are required by Canon and Diocesan policy to continue their education. The congregation should provide funds in its annual budget for this continuing education. The minimum recommended amount is $1,093/year. This amount should accumulate if unused and may carry over to the next year. This fund should also be available for sabbatical expenses.

SUPPLY CLERGY COMPENSATION

The minimum compensation for Saturday evening/Sunday supply clergy shall be as follows:

1. One service: $224
2. Two services: $300
3. Each additional service: $149
4. Clergy will be reimbursed for travel (mileage, airfare, etc.), overnight parking and housing (if necessary).

SUPPLY AND VISITING CLERGY POLICY

Policy Statement

This policy defines the boundaries of short-term clerical service within the Diocese of Hawai‘i and how these clerics are paid.

Compensation Schedule

- Each Annual Meeting of the Diocesan Convention adopts a Minimum Clergy Compensation & Benefits Policy, which includes minimums for Supply Clergy.

	Same Island Supply Clergy	Neighbor Island Supply Clergy
Churches are responsible for	1. **Compensation** in accordance with the Policy, paid directly to the cleric and not redirected to another person or organization, 2. **Mileage Reimbursement** to clergy for round trip miles traveled between his/her home and the Church at the current IRS standard mileage rate. Rates change during the calendar year; therefore, Churches must verify the current rate at www.irs.gov.	1. **Compensation** in accordance with the Policy, paid directly to the cleric and not redirected to another person or organization, 2. **Airfare** required to travel to the neighbor island, 3. **Overnight Lodging** if necessary, to be present at an early morning service, 4. **Parking Fee** at the departure airport if incurred, 5. **Car rental** if transportation to/from the airport is not provided by the congregation, 6. **Fuel cost** of a rental car between the airport and the Church.
Supply Clergy are responsible for		• Airfare and additional lodging costs incurred for spouses or any other family members, • Parking fees, car rental and fuel costs beyond what is required for the supply clergy engagement.

The Diocese of Hawai‘i regularly has positions for which there is a need for a priest to serve for a short period of time. These are not “typical” interim positions.

The short-term positions that are available can last for several weeks to several months, with the length of time determined by the availability of the priest and the preference of the congregation. We have had clergy from other dioceses who are on a sabbatical serve in a congregation that was in transition. We have also had retired clergy come and serve for several months, in some cases with the intention to return regularly.

The length of time and overall compensation is set by the congregation but shall not amount to less than the amount set each year by convention for Sunday Supply Priest compensation.

The short-term position may be considered as "Supply" (rather than employee) providing that:

1. The length of service is for no more than three (3) months in a 12-month period.
2. The priest has no corporate decision-making role (like a Rector or a Vicar).
    a. The priest will not attend vestry meetings, business meetings on behalf of the congregation, etc.
    b. The priest has no oversight of Church buildings or their use.
3. The priest may still be involved in limited liturgical decisions, along with the lay leadership, in connection to liturgies they themselves will be leading, as well as similarly limited decisions regarding short-term educational events.

For any position lasting longer than three (3) months, the priest will be considered an employee, requiring a Letter of Agreement and the requisite legal and financial paperwork (W2, etc.).

APPENDIX A

2027 COMPENSATION BASED ON 2025 PAROCHIAL REPORT DATA

ALPHABETICAL

CHURCH	No. of Pledging Units	Avg Sunday Attend	Plate+Pledge Income	BARC	Weighted Totals	Categories	0 thru 4 years	5 thru 9 years	10 thru 19 years	20+ years
ALL SAINTS	44	68	212,914	3	105	3	102,996	116,016	128,904	139,320
CHRIST CHURCH	43	43	169,837	0	81	4	95,412	106,140	117,912	126,420
CHRIST MEMORIAL	22	33	66,574	1	40	4	95,412	106,140	117,912	126,420
EMMANUEL	37	35	103,350	3	59	4	95,412	106,140	117,912	126,420
EPIPHANY	55	80	226,581	2	116	3	102,996	116,016	128,904	139,320
GOOD SAMARITAN	20	34	78,619	0	42	4	95,412	106,140	117,912	126,420
GOOD SHEPHERD	68	100	203,730	8	126	3	102,996	116,016	128,904	139,320
GRACE	11	21	23,856	0	18	4	95,412	106,140	117,912	126,420
HĀLAU WA'A	22	45	67,528	8	51	4	95,412	106,140	117,912	126,420
HOLY APOSTLES'	53	71	260,942	1	122	3	102,996	116,016	128,904	139,320
HOLY NATIVITY	37	50	149,723	0	75	4	95,412	106,140	117,912	126,420
ST. ANDREW'S	82	188	408,752	16	228	2	113,364	127,440	141,588	152,880
ST. AUGUSTINE'S	20	36	58,563	1	37	4	95,412	106,140	117,912	126,420
ST. CHRISTOPHER'S	50	88	166,944	4	100	3	102,996	116,016	128,904	139,320
ST. CLEMENT'S	47	60	270,948	4	122	3	102,996	116,016	128,904	139,320
ST. ELIZABETH'S	73	92	101,096	9	96	3	102,996	116,016	128,904	139,320
ST. JAMES'	145	142	683,795	10	316	1	124,692	140,160	155,712	168,060
ST. JOHN THE BAPTIST	11	36	23,254	0	22	4	95,412	106,140	117,912	126,420
ST. JOHN THE DIVINE	47	61	59,697	4	59	4	95,412	106,140	117,912	126,420
ST. JOHN'S, KULA	62	75	230,513	5	121	3	102,996	116,016	128,904	139,320
ST. JOHN'S BY/SEA	30	20	42,231	0	31	4	95,412	106,140	117,912	126,420
ST. JUDE'S	21	32	80,319	1	43	4	95,412	106,140	117,912	126,420
ST. LUKE'S	15	17	46,679	1	26	4	95,412	106,140	117,912	126,420
ST. MARK'S	50	104	269,949	10	142	2	113,364	127,440	141,588	152,880
ST. MARY'S	0	35	74,729	4	37	4	95,412	106,140	117,912	126,420
ST. MATTHEW'S	0	19	32,221	1	16	4	95,412	106,140	117,912	126,420
ST. MICHAEL'S	40	52	290,204	4	123	3	102,996	116,016	128,904	139,320
ST. PAUL'S	53	138	249,596	26	163	2	113,364	127,440	141,588	152,880
ST. PETER'S	56	86	353,287	5	159	2	113,364	127,440	141,588	152,880
ST. STEPHEN'S	6	37	59,115	8	39	4	95,412	106,140	117,912	126,420
ST. TIMOTHY'S	50	85	222,531	3	115	3	102,996	116,016	128,904	139,320
TRINITY BY/SEA	35	55	154,349	1	78	4	95,412	106,140	117,912	126,420
WEST KAUAI	0	62	94,183	17	64	4	95,412	106,140	117,912	126,420

APPENDIX B

CONGREGATIONAL COMPENSATION CATEGORIES

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

CONGREGATIONAL COMPENSATION CATEGORY
COMPUTATION WORKSHEET

Number of Pledging Units

Number of Pledging Units _____

Multiplied by .40 = _____ **(A)**

Average Sunday Attendance

Average Sunday Attendance _____

Multiplied by .30 = _____ **(B)**

Plate and Pledge Income

Plate and Pledge Income in $1,000 _____

Multiplied by .30 = _____ **(C)**

BARC (Total Baptisms, plus receptions and confirmations)

Plus BARC= _____ **(D)**

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

Anyone who has questions on how to use these worksheets and compensation categories, ranges and tables may contact the Diocesan Clergy Compensation Review Committee Chair, and/or Jasmi Regmi, TECH Controller.

APPENDIX C

Examples:

1. Clergy with 5 years of service is called to serve in a Category 4 church. Minimum compensation should be $106,140. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.

2. Clergy with 20 years of service is called to serve in a Category 2 Parish. Minimum compensation should be $152,880. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.

3. Clergy with 25 years of service is called to serve as a part salary vicar in a Category 4 Mission. The position is for 50% of salary. Minimum compensation should be $63,210 ($126,420 divided by 2 = $63,210). As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.

4. Clergy with 2 years of service is called to serve in a Category 3 church. Minimum compensation should be $102,996. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy $113,000.

Some Definitions:

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

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

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

APPENDIX D

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

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

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

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

Resolution 2: Nominal Payments to Vocational Deacons for participation in the Church Pension Fund (CPF)

TITLE: Nominal Payments to Vocational Deacons for participation in the Church Pension Fund (CPF)

SPONSOR: Compensation Review Commission

BE IT RESOLVED that this the 58th Convention of the Episcopal Diocese of Hawai'i recognize and give thanks for the faithful ministry of vocational deacons who serve our congregations and diocesan ministries by requesting each congregation and diocesan ministry in which a vocational deacon serves to offer to each serving deacon a minimum payment of $25 per month as a condition of eligibility for the Church Pension Fund. Congregations and ministries are encouraged to consider higher compensation consistent with, and unique to, the duties and responsibilities in that deacon's letter of agreement, and as an act of justice, gratitude, and support for the diaconate. The serving deacon may decline this offer.
BE IT FURTHER RESOLVED that an additional payment of 18% of this amount ($4.50 per month) be made to the Church Pension Fund on behalf of each serving deacon accepting this compensation offer, thereby enabling participation in the programs and services offered by the Church Pension Fund.

EXPLANATION
This resolution is in response to the action taken by the 57th Diocesan Convention to refer Resolution #5: Nominal Payments to Non-stipendiary Vocational Deacons for participation in the Church Pension Fund (CPG) to the Compensation Review Commission.
At the 81st General Convention convening in June 2024 in Louisville, Kentucky, Resolution A135, Compensation for Non-Stipendiary Clergy was passed by the House of Bishops with the House of Deputies concurring, and
The final text of Resolution A135 reads as follows:

> Resolved, That the 81st General Convention encourages each diocese to consider paying all active currently non-stipendiary clergy of any order under the age of 72, canonically resident in and serving in the Episcopal Church, and with a current letter of agreement with the congregation or entity they serve, a minimum of $25 per month, and pay assessments on their behalf to the Church Pension Fund (CPF) to enable access to applicable benefits from the Fund, beginning January 1, 2025; and be it further
> Resolved, That compensation paid under this resolution should not replace payment on behalf of the clergy by the congregation of the diocese for expenses of Diocesan Convention, Clergy Conference, continuing education, discretionary fund, or mileage, and other expenses as may be established in the letter of agreement

Vocational deacons are ordained clergy called to a lifelong ministry of servanthood, particularly to bring the needs of the world to the Church and to carry the Church's compassion into the world. Most deacons serve faithfully and sacrificially in congregations and diocesan ministries without salary or stipend. These "non-stipendiary" deacons give their time and energy out of love for God and neighbor.
The Church Pension Fund (CPF) provides important benefits and support for clergy, including:

- Pension (depending on years of assessment paid)

- Access to the CREDO conference
- Access to financial planning
- Medicare supplement plan
- Disability benefits
- Mental health resources

However, participation in the CPF requires a minimum payment to be made on behalf of the individual clergy. Without this, vocational deacons are not eligible for these benefits.
By requesting each congregation with a serving vocational deacon to offer on behalf of that deacon to make a nominal payment of $25 per month and an additional 18% ($4.50) to the Church Pension Fund, this resolution opens the door to increased care for our clergy. It acknowledges the inherent dignity of the vocational diaconate, provides a tangible sign of appreciation for this faithful ministry, and ensures that all prospective deacons know they will be included in the Church's life-long care. However, it also recognizes and honors the individual vocational deacon's opportunity to decline this offer for whatever reason.
The resolution explicitly notes that this payment is not intended to represent adequate compensation. The value of a vocational deacon's ministry is not measured in dollar compensation. Rather it is intended to welcome vocational deacons into the programs and services of the Church Pension Fund as an act of solidarity with all other clergy, making sure that no deacon is left without access to the care and benefits the Church can provide.
The Episcopal Church teaches that all orders of ministry: bishops, priests, deacons, and laity are essential to the Body of Christ. To honor and care for vocational deacons is to honor the fullness of Christ's ministry among us. This resolution embodies the call to "love one another as Christ loves us" (John 13:34) and to "bear one another's burdens" (Galatians 6:2).
In his keynote address to the 2025 Association of Episcopal Deacons triennial conference, Presiding Bishop Sean Rowe emphasized the importance of supporting the diaconate as a vital and renewing force within the Episcopal Church. He acknowledged the need for tangible support, stating that if the Church wants the diaconate "to grow and thrive as a renewable change agent", it must provide both financial and other resources to make that possible. Bishop Rowe affirmed the transformative and world-changing work that deacons already do. He encouraged the Church to invest intentionally in this ministry so that it can continue to flourish and serve God's vision for the Church and the world.

Ballots and Nominations for Diocesan Elections

Ballot A-1	Diocesan Council, Clergy Hawai‘i County (Three-year term); Vote for One (1)
Ballot B-1	Diocesan Council, Lay Kaua‘i County (Three-year term); Vote for One (1)
Ballot C-1	Diocesan Council, Lay Maui County (Three-year term); Vote for One (1)
Ballot D-1	Diocesan Council, Lay At-Large (Three-year term); Vote for One (1)
Ballot E-1	Standing Committee, Clergy At-Large (Four-year term); Vote for One (1)
Ballot F-1	Standing Committee, Lay At-Large (Four-year term); Vote for One (1)
Ballot G-1	Cathedral Chapter, Clergy (Two-year term); Vote for One
Ballot H-1	Cathedral Chapter, Lay (Two-year term): Vote for One
Ballot I-1	Secretary to Convention (One-year term); Vote for One
Ballot J-1	Confirmation of Bishop’s Appointments

Diocesan Council

Exercises the power of the Convention and performs planning and policy-making between meetings of Convention. Oversees the policies, programs, mission, and budget of the Diocese and may initiate new work. Is also the legal corporate body of The Episcopal Church in Hawai‘i and, as such, is responsible for the business and property of the Church. This is the Board of Directors of the Diocese. **Vote for**: one (1) clergy Hawai‘i County, one (1) lay Kaua‘i County, one (1) lay Maui County, and one (1) lay-at-large.

Ballot A-1: Diocesan Council, Clergy Hawai‘i County

SAMPLE

A-1: Diocesan Council Clergy Hawai'i County (3 year term)

INSTRUCTIONS

Select 1 option from the list below.

Jennifer Masada

Diocesan Council – Clergy Hawai‘i County Nominee

Nominee: Jennifer Masada
Church: St. Augustine’s, Kapa‘au, Hawai‘i Island
Occupation: Vicar

Church, Community and/or personal ministries, activities and/or positions:

1. Church governance - Diocesan Council, Diocese of Hawai‘i
2. Community partnership development - St. Augustine’s (Hawai‘i), New Song Episcopal Church (Iowa), University of Iowa (for the Graduate College and University Libraries), and New Pioneer Co-op (Iowa)
3. Shared ministry advocacy & development - Diocese of Hawai‘i and Diocese of Iowa

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai‘i for which you have been nominated)?

At a time when division and fear are so present, the Church has an opportunity to live more fully into Christ's vision of unity and love. I believe part of that response involves expanding ministry beyond church walls and building relationships with individuals, organizations, and businesses around the needs of our communities, whether or not those partners share our beliefs.

Much of my professional and ministry experience has centered on building these kinds of relationships. I've been fortunate to learn from mentors who unite people with different perspectives around common goals. Serving a shared ministry congregation in Iowa taught me the value of deep listening, consensus building, and recognizing the ministry gifts of all. That experience continues to shape my understanding of leadership: leadership is less about one voice having the answers and more about creating the conditions in which we can discern together where the Spirit is leading.

My work outside the Church has reinforced this. At a natural foods cooperative, I partnered with physicians to help people diagnosed with heart disease, diabetes, and celiac disease translate dietary restrictions into new shopping, cooking, and delicious eating habits. At the University of Iowa, I worked with Ph.D. programs to help doctoral students communicate highly technical research in accessible language, bridging the gap between researchers and potential funders who shared an interest in advancing important work.

These experiences have taught me to look for connections where they may not be immediately obvious, listen for shared goals across different cultures and institutions, and build partnerships around those goals. I hope to continue serving on Council because I am eager to keep learning about collaborative, discerning leadership as we respond to the changing needs of our congregations and communities.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai‘i in the next five years?

I believe one of the Diocese of Hawai‘i's greatest opportunities is to build a much more robust network of partnerships within our local communities, particularly relationships that extend beyond Christian and religious organizations. Many of our congregations are already reenvisioning what it means to be Church in this way. I would like us to ask even more intentionally: Who else cares about the things our faith calls us to care about, and what could we accomplish together?

Across our islands, organizations, cultural groups, businesses, nonprofits, social service agencies, and environmental initiatives are addressing concerns that intersect directly with our mission, including food security, housing, care for creation, health, and community resilience. Working alongside them can expand our capacity and allow our financial and human resources to accomplish far more than they could in isolation. This becomes particularly important as many congregations face declining membership and fewer volunteers. Collaboration allows us to move from asking, "How can our congregation do this?" to asking, "Who in our community is already doing this work, and how might we strengthen one another?"

I also believe these relationships offer an important opportunity for evangelism in the broadest and most authentic sense. When people work beside Episcopalians who are serving their communities with compassion, generosity, humility, and openness, they encounter the heart of who we are before they ever step foot in one of our churches. New partnerships can create new possibilities for ministry while also helping people see a Church they may not have known existed: a Church committed to listening, relationship, service, and the healing of our

communities. In that sense, community partnership is both an outreach strategy and an opportunity for renewal and growth.

What is your single greatest concern for the health of the Diocese of Hawai‘i right now?

My greatest concern is our relevance in an increasingly divided and chaotic society. Many people are searching for meaning, belonging, hope, and genuine community, yet Christianity is often perceived as distant from their lives or associated primarily with judgment and division. At a time when fear and polarization weigh heavily on our communities, Christ's vision of unity and love is profoundly relevant. Our challenge is to embody that vision in ways people can actually see and experience.

One of the particular gifts of the Episcopal Church is our ability to come together at the same table even when our opinions differ. We are a people whose tradition calls us toward hope, healing, reconciliation, and the dignity of every human being. The health and vitality of our Diocese will depend in part on our willingness to demonstrate those values through the way we live and serve outside our church walls. We cannot simply tell people who we are. Our communities need to experience who we are through our relationships and our actions.

I believe Diocesan Council has an important role in helping make that possible. Along with responsible stewardship of diocesan resources, Council can encourage innovation, seek grant opportunities that foster collaboration, and direct resources toward ministries that respond meaningfully to a changing world. That also requires accountability. We need to ask what our investments in mission are accomplishing, how we measure their impact, what is working and why, and whether our allocation of resources reflects the vision and priorities we proclaim. Fiscal responsibility, sustainability, mission, and growth are interconnected. Thoughtful investment in ministries that make a demonstrable difference in people's lives can help our Diocese remain faithful to the Gospel and responsive to the world we are called to serve.

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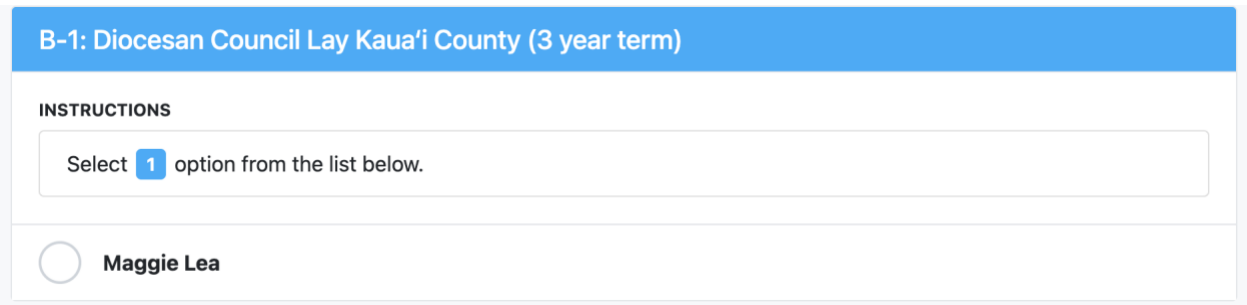
Ballot B-1: Diocesan Council, Lay Kaua‘i County

SAMPLE



Diocesan Council – Lay Kaua‘i County Nominee

Nominee: Maggie Lea
Church: Christ Memorial, Kīlauea, Kaua‘i
Occupation: Psychologist - Semi-Retired

Church, Community and/or personal ministries, activities and/or positions:

1. Altar Guild & Lay Reader at Christ Memorial
2. Counsel individuals needing short term intervention, guidance and support
3. Soul Collage Workshops

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai‘i for which you have been nominated)?

I have served on the Diocesan Council for three years and would be available to serve another three year term, God willing.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai‘i in the next five years?

New ways need to be found to serve in each of our communities and churches to show God’s love, peace and joy in these troubling times of change and transition nationally and worldwide.

What is your single greatest concern for the health of the Diocese of Hawai‘i right now?

As our small congregations age and churches close in Hawai‘i and on the mainland a new sensitivity needs to be encouraged for this demographic reality. As our elders age in place different priorities need to be established for their needs that arise. Families sometimes live far away and cannot offer help, a final diagnosis is faced alone as spouses die, Hospice end of life care needs our partnership beyond what Clergy can do, church life is top heavy with these types of concerns, often in place of a youth program that has no or few children to serve. Elder programs need to be developed within our congregations so no one is forgotten or left out of our worship communities.

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Ballot C-1: Diocesan Council, Lay Maui County

SAMPLE

C-1: Diocesan Council Lay Maui County (3 year term)

INSTRUCTIONS

Select 1 option from the list below.

○ William Bonnet

Diocesan Council – Lay Maui County Nominee

Nominee: William Bonnet
Church: St. John's, Kula, Maui
Occupation: Retired (engineer/administrator)

Church, Community and/or personal ministries, activities and/or positions:

1. Standing Committee (2022-2025)
2. Diocesan Compensation Review Commission, chair (present-2028)
3. Lay Eucharistic Minister, Bible Study Leader

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

MBA and advanced engineering degree. Licensed civil engineer (current). President of the local electric utility 1996-2001. VP of government, regulatory and community relations for parent company HECO 2002- 2008. Resident seminarian CDSP 2011-2013. Active involvement in TECH since 1982.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai'i in the next five years?

Development of lay leadership.

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

Shrinking revenue and growing expenses.

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Ballot D-1: Diocesan Council, Lay At-Large

SAMPLE

D-1: Diocesan Council Lay-at-Large (3 year term)

INSTRUCTIONS

Select 1 option from the list below.

- Joseph Cascio
- Willis Moore

Diocesan Council – Lay at-large Nominees

Nominee: Joseph Cascio
Church: St. John's, Kula, Maui
Occupation: Customer Assistance Representative Senior - Enterprise Mobility

Church, Community and/or personal ministries, activities and/or positions:

1. A Cup of Cold Water, President
2. Eucharistic Minister, St. John's Kula
3. Diocesan Bishop Search Committee, Current Lay Delegate and Resolutions Committee.

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

I dream of a day where our Churches are filled to capacity with great diversity. After all, All Are Welcome! At my previous parish I was treasurer. We had two Churches, two Rectories, Two Thrift Shops and Two Cemeteries. It was a very busy volunteer position but I appreciated the role. At St. John's I was previously Senior Warden for two years. I currently am a Eucharist Minister and Livestream Operator. I have served on many Vestries over the years!

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai'i in the next five years?

I see growth as an opportunity, spreading the good news of Jesus and The Episcopal Church. There must be focused energy!

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

There just aren't enough Priests, Deacons. Children, Young Adults and regular attending members. We must get the word out.

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Nominee: Willis Moore
Church: St. Luke's, Honolulu, O'ahu
Occupation: Professor

Church, Community and/or personal ministries, activities and/or positions:

1. Musician, St Luke's Church
2. Diocesan Council - two terms
3. Cathedral Chapter - one term

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

Part of DioHI since 1970, I want to see the Church grow strong, healthy, and in vitality. Service on Diocesan Council helps guide the business of the Diocese in healthy directions. Service to The Episcopal Church at large includes the historical societies of the Church (Officer, President, Board), includes the STANDING COMMISSION on ECUMENICAL and INTERFAITH RELATIONS, Episcopal Migration Ministries, the Episcopal Public Policy Network. In the Community, I serve on Neighborhood Boards 13/15, was precinct Chair for 10 election cycles, and volunteer at the HAWAIIAN MISSION HOUSES HISTORIC SITE, Hawai'i Public Radio, and the Waikiki Aquarium.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai'i in the next five years?

The Diocese of Hawai'i is fiscally sound, more so that many other dioceses, in fact. In the coming 5 years, DioHI needs to think about where and how to minister in areas not currently considered: students, Waikiki/visitors, incarcerated, and creation care. "Survival mode" for some parishes need to create new visions of ministry, not necessarily relating to clerical compensation.

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

The Diocese of Hawai'i, with some notable exceptions, has stagnated in many ways. As we age, the absence of youth and young adults needs to be considered seriously by our new bishop, by the clergy, and by other leadership. Are our congregations really welcoming of new, younger people?

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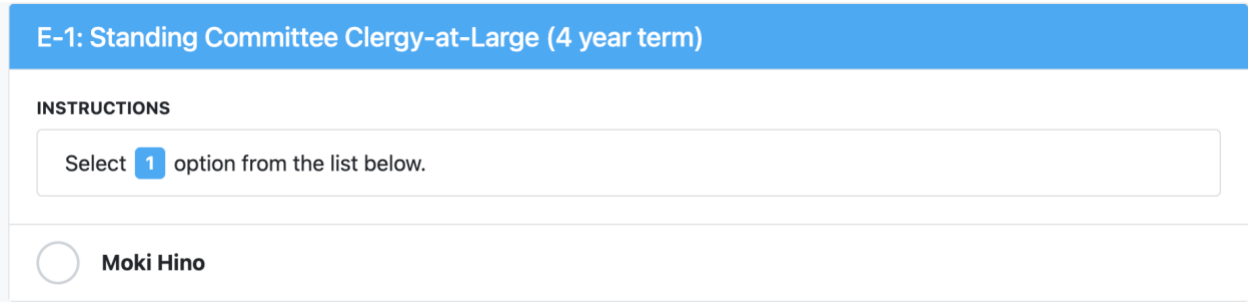
Standing Committee

Serves as the Bishop's Council of Advice. Performs duties as specified by the General and Diocesan Convention, and the Constitution and Canons of the Episcopal Church and the Diocese of Hawai'i. Serves as the Ecclesiastical authority when there is no Bishop. **Vote for:** one (1) clergy (four-year term) and one (1) lay (four-year term).

Ballot E-1: Standing Committee, Clergy At-Large (4-year term)

SAMPLE



Standing Committee – Clergy At-Large Nominee

Nominee: Moki Hino
Church: Good Shepherd, Wailuku, Maui
Occupation: Rector of The Parish of Good Shepherd Episcopal Church in Wailuku, Maui

Church, Community and/or personal ministries, activities and/or positions:

1. Former Standing Committee Member and President
2. Former Diocesan Council Member and Secretary
3. Former Secretary for the Annual Meeting of the Diocesan Convention

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

The possibilities on our horizon are exciting as we look forward to consecrating Bishop-Elect Berman and working with her to develop youth ministries, serve our kupuna, and address stewardship and creation care issues that we continue to face.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai‘i in the next five years?

We can serve as a model for the wider church of multicultural ministry in a blended setting where Christians from diverse backgrounds live and worship together.

What is your single greatest concern for the health of the Diocese of Hawai‘i right now?

My greatest concern for the Diocese is a perceived sense of stagnation and apathy about our mission and ministry. We can work to build on our strengths to ensure vitality into the future.

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Ballot F-1: Standing Committee, Lay At-Large (4-year term)

SAMPLE

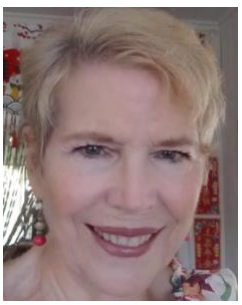
F-1: Standing Committee Lay-at-Large (4 year term)

INSTRUCTIONS

Select 1 option from the list below.

- ○ **Frances (Fran) Kramer**
- ○ **Hans L'Orange**
- ○ **Nelson Secretario**

Standing Committee – Lay At-Large Nominees



Nominee: Frances (Fran) Kramer
Church: St. Elizabeth’s, Honolulu, O‘ahu
Occupation: Adjunct Professor of Philosophy, Hawaii Tokai International College, Kapolei

Church, Community and/or personal ministries, activities and/or positions:

1. Member of the Standing Committee (SC) from 2020 to 2024. For four years, Fran worked closely with fellow SC member the Rev. Libby Berman. Fran participated in a variety of SC endeavors, such as helping with canon revisions, serving on the Kapolei

Hālau Waʻa Episcopal Honouliuli planning and oversight committee, and visiting Maui to support the parishioners of Holy Innocents.

2. Fran was a member of the Spiritual Growth Design Team that was initiated by the Strategic Development Plan of 2017 to develop and sustain spiritual growth in the diocese. Fran was actively involved in the efforts of the team to develop designs, test concepts, and work out a piloting strategy around spirituality in the diocese. Six parishes were involved in the process. This effort was documented in a 37-page document shared at the 2018 convention entitled "Spiritual Growth Development Prototyping Process" (https://www.episcopalhawaiinews.org/uploads/2/5/4/8/25486559/spiritual_growth_development_prototyping_process_final_draft_10_17_18x.pdf) put together by Fran Kramer. On Education Day, Fran also gave a related presentation on the topic of spirituality.
3. Parish Leadership:
   St. Elizabeth's Episcopal Church: Beginning around 2010, Fran was a member of the vestry on two occasions and held the position of secretary in 2025. Fran also served as Eucharistic Minister, Chairman of the Stewardship Committee, member of the Clergy Search Committee, and since 2025, has been teaching Bible Study to houseless guests at the Saturday Morning Breakfast outreach gatherings.
   St. Luke's Episcopal Church: From 2016 to 2023, Fran was Secretary of the Bishop's Committee. She also designed the parish website.

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawaiʻi for which you have been nominated)?

I hope to serve on the Standing Committee because I believe my commitment to education, spiritual formation, cross-cultural understanding, and community service has prepared me to contribute to the leadership and mission of the Diocese. My background in Asian Studies, anthropology, religion, and philosophy has given me a deep appreciation for the diversity of cultures, traditions, and perspectives that make Hawaiʻi unique. As a Christian educator and longtime member of the Episcopal community, I see the Church as called to be both a spiritual home and a source of hope, reconciliation, service, and transformation.

My experience as an instructor in critical thinking, spiritual care volunteer, and hospice volunteer has taught me the importance of listening, working collaboratively, and respecting differing perspectives. Teaching students from diverse cultural backgrounds has strengthened my ability to bring people together around shared purposes while honoring their individual experiences. My work in spiritual care has also deepened my understanding of compassion, presence, and discernment, especially during times of uncertainty or change.

I value the opportunity to serve the Diocese at a time when the Episcopal Church is seeking to strengthen congregations, encourage new forms of ministry, and respond creatively to the needs of Hawaiʻi's communities. I would bring to the Standing Committee a combination of organizational experience, educational leadership, spiritual sensitivity, cross-cultural awareness, and a willingness to learn.

Lastly, I intend to serve with integrity, seeking and serving truth that sets us all free, even when that truth needs to emerge through difficult group processes faithfully and transparently engaged in. I see Standing Committee service not simply as an administrative responsibility, but as an opportunity to help the Diocese discern God's direction, support its congregations and

clergy, strengthen relationships across the islands, and carry forward the Episcopal Church's mission of welcoming, serving, and transforming lives.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai'i in the next five years?

The single greatest opportunity for mission in the Episcopal Diocese of Hawai'i over the next five years is to reach beyond our church walls and build deeper relationships with the younger, more diverse, and increasingly multicultural communities of Hawai'i and the Pacific. Hawai'i is uniquely positioned for this mission because our Diocese already brings together people from many cultural backgrounds and now includes Guam and Saipan as part of our diocesan 'ohana.

I believe we should build on ministries we already do well—especially youth and family ministry, Pacific Islander ministry, feeding and homeless ministries, disaster preparedness, environmental stewardship, and partnerships with community organizations—but connect these efforts more intentionally to evangelism and spiritual formation. St. Elizabeth's Saturday Morning Breakfast Ministry, for example, demonstrates how relationships, education, meals, and practical assistance can become genuine ministries of welcome and Christian community that change lives and bring in new members.

The opportunity is to become known not simply as churches that people attend on Sunday, but as communities that people turn to throughout the week—places where young people can find mentors, families can find support, immigrants can find welcome, people in need can find practical assistance, and spiritually curious people can explore faith without feeling that they must first understand or fit into the church.

For me, the mission is ultimately about relationship, welcome, and service: listening to the needs of our communities, forming partnerships, and inviting people into a deeper relationship with Christ. If we can successfully connect our existing ministries with new forms of outreach and discipleship, the Diocese can become an even stronger spiritual and community presence throughout Hawai'i and the Pacific over the next five years.

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

My single greatest concern for the health of the Diocese of Hawai'i is maintaining a strong sense of connection, trust, and shared mission among our congregations and within them. Like many Episcopal dioceses, we face challenges of fewer priests, declining or aging membership, limited financial resources, and difficulty engaging younger generations. But I believe the deeper concern is whether we can respond to these challenges together rather than as individual parishes or leaders. Teamwork and collaboration, supported by transparency and guided by the compassionate pastoral care of able and competent leaders, will be essential to the health of our Diocese.

The recent election process for a new bishop recognized the importance of pastoral care, identifying it as the quality most desired in our next bishop. Good pastoral care builds trust and deepens connection. This quality must be fostered, encouraged, and practiced by all leaders—both clergy and lay. It enables people to discover and use their unique gifts, recognizes the contributions of those who serve their communities, and gives credit where credit is due.

Good pastoral care also welcomes honest questions, constructive challenges, and different perspectives without becoming defensive or threatened. It seeks and serves the truth wherever and however it is found, because truth helps heal, reconcile, and make us whole.

If we can build greater trust and collaboration while honoring the unique gifts of each person and congregation, I believe we can meet our challenges with hope rather than fear. More than simply surviving, I believe that by working together in this spirit, the Diocese of Hawai‘i can thrive and grow.

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Nominee: Hans L'Orange
Church: St. James', Kamuela, Hawai‘i Island
Occupation: Retired

Church, Community and/or personal ministries, activities and/or positions:

1. Sr. Warden and Vestry member, St James' Kamuela
2. Co-chair Stewardship and Gratitude Committee, St James'
3. Volunteer at weekly community meal where I welcome everyone with Aloha and start them down the serving line

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai‘i for which you have been nominated)?

My initial involvement in the Standing Committee was by invitation to serve a one year vacancy. That experience has called me to offer myself for election and hopefully to continue to serve with members who are so dedicated to the Committee's charge. I welcome the opportunity to continue as we transition into our time under Bishop Libby.

I've been a senior warden in two different parishes and had experience supporting and guiding those parishes through their times of clergy transition. I believe that experience would be helpful to the diocese and Bishop Libby, as we all transition to a new episcopate. I also have served for several years as the co-chair of our stewardship committee. That has allowed me a little more insight into the nature of collaboration and appreciation, striving to include everyone in supporting our dreams. That experience has also offered some insight into the fiscal operations of the church. Finally, the parishes of St. James' include four different services at three locations and as senior warden, I've been very mindful of trying to include everyone in what happens in the wider parish.

I have a reputation, both as a warden and in my pre-retirement career as someone who is a collaborator, a consensus builder, and have been told I bring a very calming presence to group interactions. As a lifelong Episcopalian, I am reasonably familiar with the practices of the Episcopal Church. However, I would welcome the opportunity to learn more while serving as a member of the Standing Committee.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai‘i in the next five years?

We are in a unique position sitting in the middle of the Pacific Ocean. Strong relations are being developed with the western members of our large ‘ohana in Guam and Saipan. We hosted 157 participants from 11 dioceses across western states at the Province VIII Episcopal Youth

Event: PYE with Aloha. Bishop Bob's address at last year's convention noted that "We are The Episcopal Church in the Pacific."

This opportunity for mission combines geography and generations. We have a broad canvas, the whole of the Pacific and the Pacific rim and we have youth that are the future of the church. That's a tremendous opportunity, but it's also a tremendous challenge. It's a huge distance to encompass, and our parishes are growing older. Data shows that we have fewer youth in the Diocese. However, that is no reason not to focus on our future generations and I believe if we can do that across Hawai'i and the broad Pacific, the Diocese of Hawai'i will be well positioned for the future.

The other opportunity for mission is a little less direct. I'm a big believer in demonstrating Christ's love by the way we live our lives. St. James' parish on Hawai'i Island serves a free community meal every Thursday. Close to 300 people gather together; there's no liturgy or preaching beyond the opening pule. It's a very welcoming space and I've had people tell me as they've left "I'm not much for religion but I experienced love and Aloha here tonight. I feel like I've been to church." We have no idea of the impact we have on others, but we have mission opportunities every day. "They will know we are Christians by our love."

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

I am an optimist by nature, but we must acknowledge that the next several years will be challenging ones for the diocese. The very nature of a transition to a new Bishop means there is the potential to be unsettled, especially after the long tenure of Bishop Bob as the fifth Bishop of Hawai'i. I believe we are in a sturdy boat and we will weather this time and its challenges, particularly if we give ourselves and Bishop Libby the grace to grow and learn together as we create a new "us" even if it is a little bumpy. As one of the external consultants who assisted in the search noted "no one knows how to be a Bishop on day one. Everyone has to grow into the position." Let's give her (and us) time to grow.

We have an exciting time of growth ahead of us and growth can be challenging but as we let the Holy Spirit lead, that concern will diminish.

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Nominee: Nelson Secretario
Church: All Saints, Kapa'a, Kaua'i
Occupation: Certified Financial Fiduciary

Church, Community and/or personal ministries, activities and/or positions:

1. I've been an active member of our Episcopal Diocese since 1973, and have served previously on occasion on the Standing Committee and Diocesan Council, since our Bishop Edmond Browning, Bishop Donald Hart, Bishop Richard Chang and our current Bishop Robert Fitzpatrick
2. I've been elected to the Kaua'i County Council, served 6 years on the Kaua'i Liquor Commission, Served as President, Kauai Life Insurance Underwriters Association
3. Has been a Church Member Lay Reader - St. Michael Episcopal Church, Lihue, currently at All Saint's Episcopal Church, Kapa'a. Occupation: Over 40 years as a Financial Life,

Annuities and Long Term Care Insurance Advisor, CLU, ChFC, NACFF (Certified Financial Fiduciary); Vietnam Army Veteran (1969)

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

As a member of the Hawai'i Episcopal Church since 1973, we have experienced the Home Care Development Fiasco (with the loss of Bishop Hart), the years of Growth and Fall of the Charismatic Movement with Saint Mary's Church (Honolulu) and Calvary Church (Kaneohe) Episcopal Churches, and the (25+) years of experiences led with Bishop Robert (Bob) Fitzpatrick, I look forward to assist the Bright New Future with our new elected Bishop.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai'i in the next five years?

To reach out to our Episcopal Church Families to be more involved in their communities.

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

Lack of commitment, the need to reach out to younger adult families.

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Cathedral Chapter

Serves as the oversight body for The Cathedral of St. Andrew (both as a congregation and as the seat of the Bishop). **Vote for:** one (1) Clergy and one (1) Lay nominee, each for a two-year term.

Ballot G-1: Cathedral Chapter – Clergy

SAMPLE

Cathedral Chapter – Clergy Nominees

Nominee: Charles Browning II
Church: St. Mary's, Honolulu, O'ahu
Occupation: Rector

Church, Community and/or personal ministries, activities and/or positions:

1. Currently serving on Cathedral Chapter in an appointed position.
2. Rector of an urban Honolulu parish in the neighborhood adjacent to the cathedral.
3. Have served on a number of diocesan bodies that have had me working with cathedral personnel and exposed me to the rhythms of cathedral life and the needs of both the worshiping community as well as the physical campus itself.

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

The cathedral is a crucial focal point for our life and worship, as well as our identity, as Christians here in Hawai'i. Being part of an ali'i-sanctioned church, with the kuleana of proclaiming the gospel and fostering Christ's kingdom in ways that honor and respect the people of Hawai'i in their complexity, is a great blessing and I look forward to continuing my small part in the stewardship of that work.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai'i in the next five years?

We are in a position to proclaim the gospel anew. Nearly two generations of "un-churched" have arrived and this frees us to proclaim the gospel in ways that are not beholden to the baggage of "crosspollination" and lateral shifts. We are more empowered to preach Christ Jesus as this Church has received Him.

What is your single greatest concern for the health of the Diocese of Hawai'i right now?

With Christianity in Hawai'i being shaped by Congregationalism, there is a tendency for each parish to get too "siloed." I think we can do much more together. As Anglican Christians, we need to embrace the collegiality and diocesan identity of our faith more.

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Nominee: Moki Hino
Church: Good Shepherd, Wailuku, Maui
Occupation: Rector at The Parish of Good Shepherd Episcopal Church in Wailuku, Maui

Church, Community and/or personal ministries, activities and/or positions:

1. Former Cathedral Canon Pastor
2. Former Cathedral Canon Administrator
3. Former Cathedral Chapter Member

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai‘i for which you have been nominated)?

As former Canon Pastor and former Canon Administrator, I have institutional memory and insights into the inner workings of the Cathedral, especially its human resources, finances, and the complexity of relationships on Queen Emma Square.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai‘i in the next five years?

Over the next five years I would like to see the Cathedral become not only a resource for music, liturgical innovation and inculturation for the Diocese, but also as a sanctuary for the community at large and place of pilgrimage for the wider church.

What is your single greatest concern for the health of the Diocese of Hawai‘i right now?

My greatest concern for the Cathedral is its finances and how they impact worship, staffing and deferred maintenance.

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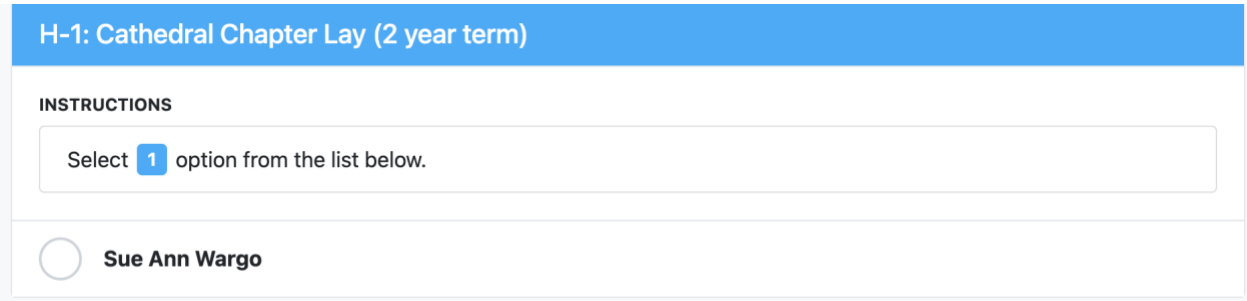
Ballot H-1: Cathedral Chapter – Lay

SAMPLE



Cathedral Chapter – Lay Nominee

Nominee: Sue Ann Wargo
Church: St. Timothy's, ʻAiea, Oʻahu
Occupation: St. Andrew's Schools: Educator, Admissions, Financial Aid, preschool chaplain

Church, Community and/or personal ministries, activities and/or positions:

1. At St. Timothy's Church, I serve as a Licensed Eucharistic Minister, schedule the readers and LEMs, produce the worship service bulletins, and on the counting team.
2. At St. Andrew's Schools, I serve as the Queen Emma Preschool Chaplain, and help as needed with the school chapel services. In the Admissions Office, I often have the opportunity to share the history and mission of the Episcopal Church in Hawaiʻi.
3. In the past, I served on St. Timothy's Bishop's Committee for many years, served on the Altar Guild, and taught Sunday School.

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawaiʻi for which you have been nominated)?

The trajectory of my life was made by growing up in many places around the world as my father was an Air Force pilot. Hawaiʻi and St. Andrew's Priory is where I "landed" and I am truly grateful for the lasting roots of education, spirituality, and healthcare planted by Queen Emma and King Kamehameha IV. It has been a privilege to serve on the Cathedral Chapter as a Diocesan Representative from St. Timothy's Church as the season of transition for the Diocese, the Cathedral, and St. Andrew's Schools has begun. It would be an honor to continue serving on the Chapter to help see this transition through to completion. We still have important work ahead to ensure the Cathedral is in a strong position to welcome our new Bishop and a new Dean. As a Priory alumna and longtime educator at St. Andrew's Schools, the Cathedral of St. Andrew has truly been my second church home. I deeply value the shared legacy between the Cathedral and St. Andrew's Schools in the history of Hawaiʻi. I am grateful for the work we have done and look forward to serving the Cathedral of St. Andrew for another term.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawaiʻi in the next five years?

As we welcome more people to Hawaiʻi and the Episcopal Church, we have the opportunity to build more relationships and a stronger sense of community that will change peoples' lives. We can follow our mission by demonstrating our love for God through our service to each other and the greater community.

What is your single greatest concern for the health of the Diocese of Hawaiʻi right now?

Challenges for the health of the Diocese of Hawaiʻi are engaging more folks in our church communities and finding additional sources of revenue to strengthen each church's ability to live into the Church's Mission.

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Secretary of the Convention

Records minutes, enters them in the Journal, and, under the supervision of the Bishop, attends to the publication and distribution of the Journal, and performs other duties as prescribed in the Diocesan Constitution and Canons. Chairs the Committee on Convention Plans for planning the agenda and making physical arrangements for the Convention. Maintains various directories of Diocesan officers, commissions, departments, etc. **Vote for**: one (1) Lay or Clergy Nominee, for a one-year term.

Ballot I-1: Secretary to the Convention – Clergy or Lay

SAMPLE

I-1: Secretary to the Convention Clergy or Lay (1 year term)

INSTRUCTIONS

Select 1 option from the list below.

Annalise Pasalo

Secretary of the Convention – Nominee

Nominee: Annalise Pasalo
Church: St. Andrew's, Honolulu, O'ahu
Occupation: Clergy

Church, Community and/or personal ministries, activities and/or positions:

1. Secretary to Convention, The Episcopal Church in Hawai'i, 2020-Present
2. The Patsy T. Mink Leadership Alliance "Mink Leader" Cohort 9, YWCA Hawai'i, 2024
3. Mentor to the Official Youth Presence at the 79th General Convention of the Episcopal Church- 2018

What are the dreams, experiences and/or skills in your life that lead you to be open to the call to serve in this ministry (the position in the Diocese of Hawai'i for which you have been nominated)?

I have served as Secretary of Convention for the last several years. Before serving as Secretary of Convention, I served as the Chair of dispatch of business. I have participated in

General Convention mentoring the Official Youth Presence. I have worked closely with the Episcopal Office of the United Nations and worked to advocate on behalf of the Episcopal Church using the General Convention resolutions on a global stage. I have a passion for church governance as ministry and helping others to understand how they can be involved in this aspect of church life. I hope to share this passion and support The Episcopal Church in Hawai‘i as we begin a new season of life together.

What is the single greatest opportunity for mission that you see open to the Diocese of Hawai‘i in the next five years?

The single greatest opportunity for mission open to the Diocese of Hawai‘i in the next five years is expanding community partnerships and collaborating with both interfaith and ecumenical organizations. By supporting effective ministries that are already operating and expanding our relationships with other groups who share common goals, we will have a greater impact on life in the islands and beyond. This also helps us to live into our baptismal covenant and the commitment we have made to seek and serve God in all persons.

What is your single greatest concern for the health of the Diocese of Hawai‘i right now?

My single greatest concern for the health of the Diocese of Hawai‘i is how we approach change. We have to be open to doing things differently and to exploring the “why” behind the decisions we are making, all while listening to the ways the Spirit is calling us to be the church in the world-as it is now.

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Ballot J-1: Confirmation of Bishop's Appointments

SAMPLE

J-1: Confirmation of Bishop's Appointments

INSTRUCTIONS

Select up to 10 options from the list below.

0 of 10 Selected

- ○ **Chancellor : Doug Adams**
- ○ **Vice Chancellor : Martha Kidd**
- ○ **Registrar : Rae Costa**
- ○ **Commission on Ministry (Clergy) 4-year term : Alberta Buller**
- ○ **Commission on Ministry (Clergy) 1-year term : Nahoa Lucas**
- ○ **Commission on Ministry (Lay) 4-year term : Beth Young**
- ○ **Disciplinary Board (Clergy) 3-year term : Paul Lillie**
- ○ **Disciplinary Board (Clergy) 3-year term : Richard Shields**
- ○ **Disciplinary Board (Clergy) 2-year term : Andrew McMullen**
- ○ **Disciplinary Board (Lay) 3-year term : Faye Hee**

Budget Summary

BUDGET SUMMARY (in $)

	2025 ACTUAL	2026 BUDGET	2027 DRAFT BUDGET 1.13	2028 FORECAST	2029 FORECAST
TOTAL INCOME/TRANSERS	2,369,876	3,242,191	3,087,151		
Expenses					
Ministry and Mission	507,910	640,562	728,018		
Diocesan Organization	1,849,025	2,554,629	2,322,033		
Transfers to Reserves	57,000	47,000	37,100		
TOTAL EXPENSES	2,413,935	3,242,191	3,087,151		
SURPLUS / (DEFICIT)	(44,059)	-	-		

Note:

It has been the practice to show forecasts for future years in the budget for next year. However, the Canons state, "Sec. 13.4.2. Shall annually submit to the Convention a budget based on the goals and objectives developed for the ensuing year for the program of the Diocese, including administrative expenses and the Diocesan contribution to the Episcopal Church as set by the General Convention."

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Also, as the past several years have taught us, things beyond our projections and planning happen, and adjustments need to be made to reflect the current realities.

So during this time of transition, it is a good opportunity for Diocesan leadership to do a more comprehensive review that will include more data collection, priority review based on mission and discernment, and accountability.

Total Income

TOTAL INCOME (in $)

		2025 ACTUAL	2026 BUDGET	2027 DRAFT BUDGET 1.13	2028 FORECAST	2029 FORECAST
	Income					
	Rate	16.5%	16.5%	16.5%		
1 a	Assessments	1,521,597	1,493,996	1,611,640		
	Assessment waiver 1 month	(126,589)				
	Investment Income	4.50%	4.50%	4.50%		
	Endowment Funds - Restricted					
	Portfolio (Restricted)					
1 b	Episcopate Endowment Fund (Expense Lines 8h - 8n)	193,537	194,000	216,000		
1 c	Hanchett Memorial Mission Fund (Expense Line 3a)	3,267	3,200	4,000		
1 d	Hawaiian Church Chronicle (Expense Line 9l)	899	900	1,000		
1 e	Clergy and Lay Continuing Education Fund (Expense Line 6b)	27,034	40,000	39,000		
1 f	MacCray Fund	39,614	60,000	-		
1 g	Harry & Katherine Kennedy Memorial Fund	3,487	3,400	-		
1 h	Mission Fund (Council Restricted) (Expense Line 5a,5e)	3,875	3,800	4,000		
	Endowment Funds - Unrestricted					
1 i	Portfolio (Unrestricted)	364,596	381,500	548,000		
	Total Endowment Fund Income	636,309	686,800	812,000		
	Trust Funds					
1 j	Catton Fund (Restricted) (Expense line item 6d,10K)	22,387	18,000	20,500		
1 k	Parke Trust (Unrestricted)	49,000	50,000	50,000		
1 l	Prisanlee Fund (Unrestricted)	21,931	26,800	24,000		
1 m	Valvon Fund (Unrestricted)	24,000	20,000	24,000		
	Total Trust Funds Income	117,318	114,800	118,500		
	Total Investment Income	753,627	801,600	930,500		
	Rentals					
1 n	Parking	113,311	119,988	119,030		
1 o	Kaneohe Property (Expense line item 11f)	-	-	60,000		
	Total Rentals	113,311	119,988	179,030		
			-			
	Other Income					
1 p	Interest	23,637	24,000	24,000		
1 q	Miscellaneous	7,280	3,000	3,000		
1 r	Registration Fees (Expense line 6a & 10e)	-	21,000	23,500		
1 s	Shared Travel (Expense line 10f)	-	30,000	30,000		
	Total Other Income	30,917	78,000	80,500		
	Grants					
1 t	Maui ERD 75% (Expense line 5f & 5i)	-	59,826	88,498		
1 u	Maui ERD (Expense line 9d)	-	-	10,000		
	Total Grants	-	59,826	98,498		
	Transfers from Reserves					
1 v	St. George's Endowment Fund (Unrestricted)	-	59,849	-		
1 w	Rest. Donation Waiolaihui'ia Center for Ministry (Expense Line 6f)	5,000	18,000	1,300		
1 x	Bishops Emergency Fund (Expense Line 7a)	-	20,000	20,000		
1 y	Bishop's Pastoral Fund-Missioner (Expense Lines 5f-5i)	72,013	82,462	62,725		
1 z	Bishop Transition	-	350,000	-		
1 aa	Unrestricted Reserve Fund	-	32,470	-		
1 ab	Fleming Trust Fund	-	126,000	-		
1 ac	Executive Council Reconciliation (Expense Line 2c)	-	-	3,500		
1 ad	General Convention Travel (Expense Line 12c)	-	-	43,770		
1 ae	Planned Giving Legacy Society (Expense Line 4c)			500		
1 af	Curacy Support Reserve Fund (Expense Line 3e)			45,468		
1 ag	Kaneohe General Fund (Expense Line 3f)			9,720		
	Total Transfers from Reserves	77,013	688,781	186,983		
	GRAND TOTAL INCOME/TRANSFERS	**2,369,876**	**3,242,191**	**3,087,151**		

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Ministry and Mission Expenses

MINISTRY AND MISSION (IN $)

			2025 ACTUAL	2026 BUDGET	2027 DRAFT BUDGET 1.13
	DIOCESAN INITIATIVES				
2 a	Na Leo o Na 'Oiwi		-	500	7,000
2 b	Tongan Ministry		2,625	6,000	6,000
2 c	Hō'imi Pono (income line 1ac)		83	500	3,500
2 d	Safe Church		-	2,500	2,500
2 e	Kahuaola		1,775	5,100	2,500
2 f	Carbon Offsets		615	1,200	1,500
2 g	Philippines Travel		10,000	-	
2 h	Bishop's Initiatives				35,047
		Subtotal	15,098	15,800	58,047
	SUPPORT FOR CONGREGATIONS				
3 a	Grace, Moloka'i (Income line 1c)		75,000	75,000	69,000
3 b	Church Internet/Website Support		-	1,000	1,000
3 c	Legal & Related Expenses for Churches		26,527	15,000	30,000
3 d	Hālau Wa'a Church Plant		104,100	93,700	80,100
3 e	Kaneohe Ministries Salary (Includes SECA) (Income line 1af)				69,468
3 f	Kaneohe Ministries - Pension Contribution (Income line 1ag)				9,720
		Subtotal	205,627	184,700	259,288
	DISCIPLESHIP				
4 a	Camp Mokulē'ia		73,000	73,000	73,000
4 b	Christian Formation		4,333	10,000	10,000
4 c	Planned Giving (Income Line 1ae)		474	500	500
4 d	Youth Ministry Coordinator - Salary		34,415	39,050	
4 e	Diocesan Youth Ministry - Program		5,199	20,950	20,000
		Subtotal	117,421	143,500	103,500
	OUTREACH AND JUSTICE				
5 a	A Cup of Cold Water (Income Line 1h)		500	500	500
5 b	Ecumenical/Interfaith Relationships		-	2,000	2,000
5 c	Prison Chaplaincy (18 hours / .45 FTE) - (Includes SECA)		16,710	26,080	26,860
5 d	Prison Chaplaincy - Pension Contribution		12,614	4,694	-
5 e	Prison Ministry - Program (Income Line 1h)		9,485	7,000	8,050
5 f	Maui Community Relations Coordinator - Salary (Income line 1t & 1y)		65,853	67,600	72,760
5 g	Maui Community Relations Admin Asst - Salary (Income line 1t & 1y)		-	31,200	32,140
5 h	Health Ins (lines 5f & 5g) (Income line 1y)		-	28,200	30,012
5 i	Pension/Retirement (lines 5f & 5g) (Income line 1t &1y)		6,189	15,288	16,311
		Subtotal	111,351	182,562	188,633
	MINISTRY DEVELOPMENT				
6 a	Leadership Development (income line 1r)		16,490	25,000	25,000
6 b	Clergy Retreat & Conference (Income Line 1e)		27,034	40,000	39,000
6 c	Commission on Ministry (COM)		9,845	10,000	10,000
6 d	Retired Clergy (Income Line 1j)		-	500	500
6 e	Clergy Spouse		-	500	500
6 f	Waiolaihui'ia Center for Ministry (income Line 1w)		5,044	18,000	23,550
		Subtotal	58,413	94,000	98,550
	OTHER				
7 a	Emergency Grants (Income Line 1x)		-	20,000	20,000
		Subtotal	-	20,000	20,000
	TOTAL DIRECT MINISTRY AND MISSION		507,910	640,562	728,018

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Diocesan Organization Expenses

DIOCESAN ORGANIZATION (IN $)

			2025 ACTUAL	2026 BUDGET	2027 DRAFT BUDGET 1.13
	EPISCOPATE				
	Bishop V				
8 a	Bishop (Includes SECA)		209,480	257,860	-
8 b	Health Insurance		25,632	28,200	-
8 c	Pension/Retirement Contribution		37,706	46,415	-
8 d	Hospitality		9,785	10,000	-
8 e	Board Responsibilities		5,000	8,000	-
8 f	Key Person Insurance		341	500	-
8 g	Travel & Continuing Education		29,864	30,850	-
		Bishop V Total	317,808	381,825	-
	Bishop VI				
8 h	6th Bishop (Includes SECA) (Income Line 1b)		-	30,000	205,000
8 i	6th Health Insurance (Income Line 1b)		-	7,050	30,012
8 j	6th Pension/Retirement Contribution (Income Line 1b)		-	5,400	36,900
8 k	6th Travel & Continuing Education (Income Line 1b)		-	6,500	70,000
8 l	Hospitality (Income Line 1b)		-	-	10,300
8 m	Board Responsibilities (Income line 1b)		-	-	8,200
8 n	Key Person Insurance (Income Line 1b)		-	-	2,300
		Bishop VI Total	-	48,950	362,712
	Bishop Transition				
8 o	Bishop Transition - Consultant		-	10,750	-
8 p	Bishop Transition - Search Committee Retreat		-	8,542	-
8 q	Bishop Transition - Meet & Greet Candidates		-	44,120	-
8 r	Bishop Transition - Election May 2026		-	27,920	-
8 s	Bishop Transition - Moving Expenses		-	50,000	-
8 t	Bishop Transition - Retirement Lunch		-	19,930	-
8 u	Bishop Transition - Consecration		-	86,970	-
8 v	Bishop Transition - HOB Meeting		-	6,500	-
8 w	Bishop Transition - Renovation/Cleaning		-	5,000	-
8 x	Bishop Elect (Includes SECA) (Sep-Oct)		-	30,000	-
8 y	Bishop Elect Health Insurance (Sep - Oct)		-	7,050	-
8 z	Bishop Elect Pension (Sep-Oct)		-	5,400	-
8 aa	Bishop Transition - Misc		-	13,210	-
		Bishop Transition Total	-	315,392	-
		Subtotal	**317,808**	**746,167**	**362,712**
	DIOCESAN SUPPORT CENTER STAFF				
9 a	Executive Assistant to the Bishop		71,620	72,800	75,000
9 b	Canon to the Bishop (includes SECA)		129,710	134,900	138,900
9 c	Canon for Ministry Formation (10 hrs / .25 FTE)		28,020	29,790	30,680
9 d	Controller (Income line 1u)		82,362	92,380	95,150
9 e	Accountant		56,963	67,100	69,100
9 f	Financial Review Assistant (25 hrs / .625 FTE)		41,149	37,500	38,600
9 g	Operations Assistant		16,620	62,400	64,300
9 h	Operations Manager		74,840	77,830	80,160
9 i	Office Support (9.0 hours / .25 FTE)		6,277	20,800	10,700
9 j	Operations Support Assistant (10 hrs / .25 FTE)		21,104	26,900	-
9 k	Admin Support - Bishop Transition (19 hrs / .5 FTE)		-	25,700	-
9 l	Creative Communications Specialist (Income line 1d)		51,660	53,730	60,000
9 m	Archivist (4 hrs / .1 FTE)		5,407	13,400	13,800
9 n	Health Insurance (employees this section)		81,288	112,920	165,168
9 o	Pension/Retirement Contribution (employees this section)		59,745	78,588	78,764
9 p	Employment Taxes & Insurance (all employees)		67,967	59,924	57,433
		Subtotal	794,732	966,662	977,755

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	DIOCESAN EXPENSES				
10 a	Archives supplies		1,084	1,000	1,000
10 b	Audit Expenses - Diocese		43,651	48,000	55,000
10 c	Chancellor's Expenses		-	2,000	10,000
10 d	CPA/Accounting Contract Services		21,979	12,000	12,400
10 e	Annual Meeting (income line 1r)		495	20,000	10,000
10 f	Annual Meeting Travel (income line 1s)		-	13,000	30,000
10 g	Diocesan Office Cleaning Expenses		7,263	9,000	9,000
10 h	Directors & Officers Insurance		6,440	8,400	8,400
10 i	Legal & Related Expenses for Diocese		50,000	50,000	50,000
10 j	Administrative Expenses		73,492	49,000	83,000
10 k	Post-Retirement Benefits (Income line item 1j)		23,925	18,000	20,000
10 l	Staff Continuing Education		3,001	4,000	5,000
10 m	Archives record storage		14,752	52,000	19,500
10 n	Technology Support		28,401	67,400	60,000
		Subtotal	274,483	353,800	373,300
	DIOCESE PROPERTY AND BUILDING EXPENSES				
11 a	Security Shared with the Queen Emma Square		22,170	20,800	21,400
11 b	Shared Cathedral Expenses		28,900	28,900	28,900
11 c	Property - Diocese		27,381	30,000	30,000
11 d	Property Taxes - Grounds & Parking		11,742	13,000	13,000
11 e	Kapolei Land Expenses		19,331	22,000	22,000
11 f	Kaneohe Property (Income line item 1o)		-	-	60,000
		Subtotal	109,524	114,700	175,300
			2025 ACTUAL	**2026 BUDGET**	**2027 DRAFT BUDGET 1.13**
	TRAVEL				
12 a	Governance Groups Travel		7,956	10,400	13,500
12 b	Staff Travel		12,874	30,000	24,000
12 c	General Convention Travel (Income Line 1ad)		-	-	59,000
		Subtotal	20,830	40,400	96,500
	EPISCOPAL QUOTAS				
13 a	The Episcopal Church Quota (Assessment)		328,748	330,000	333,566
13 b	Province VIII Quota		2,900	2,900	2,900
		Subtotal	331,648	332,900	336,466
	TOTAL DIOCESAN ORGANIZATION		**1,849,025**	**2,554,629**	**2,322,033**

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Transfers and Expenses Summary

DIOCESAN TRANSFERS (IN $)

		2025 ACTUAL	2026 BUDGET	2027 DRAFT BUDGET 1.13
	TRANSFERS TO RESERVE ACCOUNTS			
14 a	EYE Travel Reserve Fund	5,000	5,000	2,500
14 b	General Convention Support Reserve Fund	18,000	18,000	-
14 c	Lambeth Conference Reserve Fund	4,000	4,000	4,000
14 d	Future Bishops' Transition Reserve Fund	-	-	30,000
14 e	Memorial Building Capital Reserve Fund	20,000	20,000	600
14 f	Curacy Support Reserve Fund	10,000	-	-
14 g	DSC Staff Sabbatical Reserve Fund	-	-	-
	Subtotal	57,000	47,000	37,100
	TOTAL TRANSFERS TO RESERVE ACCOUNTS	**57,000**	**47,000**	**37,100**

DIOCESAN EXPENSE SUMMARY (IN $)

	2025 ACTUAL	2026 BUDGET	2027 DRAFT BUDGET 1.13
Expenses			
Direct Ministry and Mission	507,910	640,562	728,018
Diocesan Organization	1,849,025	2,554,629	2,322,033
Transfers to Reserves	57,000	47,000	37,100
TOTAL EXPENSES	**2,413,935**	**3,242,191**	**3,087,151**
	(44,059)	-	-

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Courtesy Resolution

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to our Primate and Presiding Bishop, the Most Reverend Sean Rowe, and Mrs. Carly Rowe, with deep gratitude and thankfulness for their ministry to The Episcopal Church and this Diocese;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Right Reverend Donald P. Hart, Third Bishop of Hawai‘i, and Mrs. Elizabeth Hart;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to Mrs. Patti Browning, widow of the Right Reverend Edmond L. Browning, Second Bishop of Hawai‘i and Twenty-fourth Presiding Bishop of The Episcopal Church;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to Mrs. Delia Chang, widow of the Right Reverend Richard S.O. Chang, Fourth Bishop of Hawai‘i;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Bishop of the Pacifica Synod of the Evangelical Lutheran Church in America, the Reverend David Nagler, with deep gratitude and thankfulness for our full Communion partnership and the ministry shared with the Episcopal Church here in Hawai‘i;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Resident Bishop of the California Pacific Conference of the United Methodist Church, the Reverend Dottie Escobedo-Frank, and the District Superintendent of the Hawai‘i District of the California Pacific Conference of the United Methodist Church, the Reverend Tom Choi, with sincere hope for a future full Communion partnership, and thanksgiving for the ministry shared with the Episcopal Church here in the Hawaiian Islands, Guam and Saipan;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Sisters of the Community of the Transfiguration, giving thanks to Almighty God for their many years of devoted service at St. Andrew’s Priory School for Girls, and asking for the continued prayers of the Sisters for this Diocese;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Archbishop of Canterbury Sarah Mullally, and Mr. Eamonn Mullally with deep gratitude and thankfulness for their ministry to the Anglican Communion;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Archbishop of Polynesia, the Most Reverend Sione S.

Ulu‘ilakepa, in thanksgiving for the historic connection between this Diocese and the Anglican Church in Polynesia and, especially, in the Kingdom of Tonga;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Obispo Maximo of the Iglesia Filipina Independiente, the Most Reverend Joel Ocop Porlares, and the Bishop of the Western USA, Western Canada, and the Pacific Islands, the Right Reverend Gerry Engnan, in thanksgiving for the historic connection between this Diocese and the Iglesia Filipina Independiente;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Bishop, the Right Reverend Emelyn Gasco-Dacuycuy, and people of the Iglesia Filipina Independiente Diocese of Batac in thanksgiving for our historic connection and developing companion relationship;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Bishop, the Right Reverend Hilary A. Pasikan, Jr., and people of the Episcopal Diocese of North Luzon in thanksgiving for our developing companion relationship;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Annalise Pasalo as Secretary of Convention; the Reverend Jennifer Masada as Chair of Dispatch of Business; all those assisting with credentials and registration; all those involved with elections; and all the volunteers who have made this Annual Meeting possible;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the staff of ‘Iolani School for their assistance with the Annual Meeting;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deepest thanks to Ms. Norma Chun and Ms. Maeisha Stovall-Nakoa who have faithfully volunteered in the Diocesan Support Center;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Chancellor, Mr. Wayne Yoshigai; to the Vice Chancellor, Mr. Douglass Adams; to the Chancellor Emeritus, Mr. Jack Lockwood; and to the Chancellor Emerita, Ms. Martha Im, for their faithful service to and care of this Diocese;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its warm aloha and deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Ryan Kusumoto, and gives thanks to God for his diligent and faithful service to this Diocese and The Episcopal Church;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Canon Andrew

Arakawa, Canon for Ministry Formation and Dean of Waiolaihui‘ia Center for Ministry and to celebrate this important ministry in our Diocese;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Archivist of the Diocese, Mr. Stuart Ching;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its warm aloha and deep appreciation to our Community Relations Coordinator, the Reverend Deacon Kalani Holokai, and gives thanks to God for her tireless and faithful service to this Diocese in overseeing the recovery from the Lahaina wildfires and other disaster response throughout the Diocese;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Canon Frank Chun and Mrs. Norma Chun, the Reverend Heather Mueller, and the Reverend Carol Arney for serving on the Chaplain team for our retired clergy;

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the members of the Diocesan Support Center: Ms. Nani Carroll, Ms. Rae Costa, the Reverend Canon Alexander Graham, the Rev. David Jackson, Ms. Cammy Liu, Mr. Sonny Liu, Mr. Spencer Lum, Ms. Kaori Matsumoto, Ms. Sybil Nishioka, Ms. Jasmi Regmi, and Ms. Lynette Wong for their openness and availability to all of us in this Diocese for their devoted and long hours of faithful service which they have given in preparation for this Annual Meeting of the Convention and throughout the year;

RESOLVED that this the 58th Convention of the Episcopal Diocese of Hawai‘i, gratefully affirms the Right Reverend Robert L. Fitzpatrick, the Diocesan Support Staff, and the Members of Convention for their ministry as “guardians of life”, and further expresses its appreciation for their historic and ongoing support of the mission of Kahuaola as expressed in the following statement: “As the bearers of ancestral knowledge, made in God’s image, we take hold of our responsibility for our reciprocal relationship with all of God’s creation in service of each and every place across Hawaii where our feet are planted.”

RESOLVED, that this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i gives thanks to God for the election of the Reverend Elizabeth “Libby” Berman as the sixth Bishop Diocesan of this Diocese, and assures her of our support, prayers, and warm aloha as she is ordained and consecrated on November 14, 2026;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 58th Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i.

Aloha ‘Oe

Words and Music by Queen Lili‘uokalani

Aloha ‘Oe

Ha‘aheo ka ua i nā pali
Ke nihi a‘ela i ka nahele
E hahai (uhai) ana paha i ka liko
Pua ‘āhihi lehua o uka

Hui:
Aloha ‘oe, aloha ‘oe
E ke onaona noho i ka lipo
One fond embrace,
A ho‘i a‘e au
Until we meet again

‘O ka hali‘a aloha i hiki mai
Ke hone a‘e nei i ku‘u manawa
‘O ‘oe nō ka‘u ipo aloha
A loko e hana nei

Maopopo ku‘u ‘ike i ka nani
Nā pua rose o Maunawili
I laila hia‘ai nā manu
Miki‘ala i ka nani o ka lipo