

## **Agenda of the Convention**

THE 52<sup>ND</sup> ANNUAL MEETING OF THE CONVENTION  
OF THE EPISCOPAL DIOCESE OF HAWAI‘I CONVENED  
VIRTUALLY VIA ZOOM  
HONOLULU, HAWAI‘I

Saturday, October 24, 2020  
The Right Reverend Robert L. Fitzpatrick, Bishop, Presiding

- I. Call to Order the 52<sup>nd</sup> Annual Meeting of the Convention
- II. Adoption of the Supplemental Special Rules of Order for Virtual Attendance at Annual Convention
- III. Report on Nominations
- IV. Introductions
- V. Quorum Report of the Credentials Committee
- VI. Diocesan Ballots – 1<sup>st</sup> Ballot
- VII. Report from the Chair of Dispatch of Business
  - A. Adoption of the Agenda
- VIII. Report on Resolutions
- IX. Bishop’s Address
- X. Report on the Diocesan 1<sup>st</sup> Ballot and 2<sup>nd</sup> Ballot, if needed
- XI. Response to the Bishop’s Address
- XII. Acceptance of Treasurer’s Report by Title
- XIII. Consideration of Resolutions: Compensation Review
- XIV. Report on the Diocesan 2<sup>nd</sup> Ballot and 3<sup>rd</sup> Ballot, if needed
- XV. Action on the 2021 Budget
- XVI. Consideration of other Resolutions
- XVII. Set Dates and Locations of 2021, 2022, 2023 Annual Meetings of Convention
- XVIII. Report on 3<sup>rd</sup> Ballot, if needed
- XIX. Final Comments from the Bishop
- XX. Adjournment of the Annual Meeting with “Ho‘onani I Ka Makua Mau”

## **Resolutions – List By Number and Title**

Resolution #1: 2021 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

Resolution #2: Revisions to the Constitution of the Protestant Episcopal Church in the Diocese of Hawai‘i

## **Resolution 1**

**TITLE:** 2021 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i

**SPONSOR:** Diocesan Clergy Compensation Review Committee

**CONTACT NAME:** Kerith Harding, Chair

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BE IT RESOLVED, that the 2021 Minimum Clergy Compensation and Benefits Policy of the Episcopal Diocese of Hawai‘i be adopted.

### RATIONALE/ EXPLANATION

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

The increase in the federal consumer price index (CPI-W) for 2019 was 1.7%. The CPI-W increase in Hawai‘i was 1.7%. Recognizing that Hawai‘i’s cost of living is one of the highest in the nation, the Committee supports maintaining a competitive compensation level to attract and retain talented, dynamic, entrepreneurial and vibrant clergy. The committee noted that compared with other dioceses the Diocese of Hawai‘i pays the most before adjusting for cost of living and that the Diocese of Hawai‘i ranks in the middle when clergy compensation is adjusted for cost of living. The committee also considered economic factors which put pressure on our congregations. Now in the midst of a global pandemic, the committee is aware of the hardship this has caused many of our congregations and congregants. Plate, pledge, rental, and other income is down for many churches, and any number of our members have lost their livelihoods. Given this unfortunate reality, the 2021 Minimum Clergy Compensation Schedule includes no increase to any compensation categories. The committee is further aware that the current pandemic may effect future BARC numbers and therefore minimum clergy salaries. We expect to address this when the time comes to ensure fair and equitable compensation.

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

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

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

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

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

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

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

**2021 MINIMUM CLERGY COMPENSATION AND BENEFITS POLICY**  
**The Episcopal Diocese of Hawai‘i**

Category	Compensation			
	0 thru 4 Years Minimum	5 thru 9 Years Minimum	10 thru 19 Years Minimum	20+ Years Minimum
1	93,600	105,204	116,892	126,180
2	85,080	95,664	106,296	114,756
3	77,304	87,084	96,756	104,580
4	71,628	79,680	88,524	94,896

This table does not include self-employment tax.

Compensation includes salary, housing and utilities.

## **1) FULL-TIME POSITIONS**

- a) The compensation categories and ranges are intended to be used as a framework within which the Vestry/Bishop’s Committee and the clergy negotiate a mutually acceptable compensation. The compensation ranges are based on “years of service” to provide a guide for compensation increases as years of service increase. This compensation schedule sets the minimum for churches in the Diocese of Hawai‘i. “Years of service” means the number of years of status as a clergyperson in good standing in The Episcopal Church. In Parishes, compensation is negotiated between the clergyperson and the vestry. For Missions, compensation is negotiated between clergy and the Bishop’s Committee with the approval of the Bishop. Credit for prior years of service as an ordained person in good standing in another denomination is negotiated between the clergy and the Vestry/Bishop’s Committee with the approval of the Bishop. With respect to clergy newly called or appointed to a congregation, the Vestry/Bishop’s Committee is required to notify the Diocesan Support Center as to the number of years of service at which they enter the Compensation Schedule approved by Diocesan Convention
- b) Clergy must be paid at least the minimum of the applicable category with salary reviews at least annually. Congregations and clergy should schedule and hold a biennial Mutual Ministry Review, complete with clear goals and objectives, mutual accountabilities and shared expectations by both the laity and the clergy.
- c) These categories are minimums and should be used as a starting point for salary negotiations. Vestries/Bishop’s Committees shall seriously consider appropriate compensation.
- d) For ease of administration, all compensation figures will be rounded up into amounts divisible by 12.
- e) For clergy who are paid a cash housing allowance, the amount of housing allowance shall be determined by the clergy and each Vestry/Bishop’s Committee, working in consultation with their clergy, shall approve a resolution determining housing allowances. The housing allowance adjustment called for in the resolution is enacted only on money earned after the resolution is passed. Typically, this Internal Revenue Service (IRS)

requirement shall be completed by December 31 for the following year.

- f) The value of Church-supplied housing shall be determined on a case-by-case basis at the congregational level.
- g) The minimum compensation for full-time assistants, associates or curates shall be the amount reflected in the Minimum Clergy Compensation and Benefits Policy using years of service and a Category 4 congregation.
- h) Clergy must not be paid less than the previous year, unless there is a change to time/work hours.

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

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

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

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

Fund at no cost to the congregation.

- j) The congregation will pay the clergy social security costs of salary and housing.
- k) Full-time clergy are entitled to four (4) workweeks of annual vacation with full stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one (1) year, except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than two (2) work weeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.
- l) Members of the clergy who have been employed by the church for at least one (1) full year are entitled to leave for the birth or adoption of a child for a minimum of eight (8) weeks with full compensation. Up to an additional four (4) workweeks may be taken without pay, or using vacation or sick time. If both clergy spouses are employed at the same employer within the Diocese, they are limited to a combined total of sixteen (16) workweeks of paid Parental Leave. Leave must be taken within twelve (12) months of the birth or adoption.
- m) Clergy giving birth shall submit a claim for short-term disability through the Church Pension Group, which will reimburse the employer for 70% of the cleric's total compensation figure (up to \$1,000/week) for up to twelve (12) weeks. Adoptive parents will receive the same time off with pay as birth parents, but will not be entitled to file a disability claim.

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

- a) Automobile expenses will be reimbursed at the current IRS rate of cents per mile.
- b) The congregation will pay the mandatory Church Pension Fund assessment per CPG requirements or criteria.
- c) Part-time employees (both clergy and lay employees) who work at least 20 hours per week for four consecutive weeks are eligible for coverage on the Diocesan HMO plan at no cost to the employee.
- d) Spousal health insurance coverage: Spouses or civil union partners of part-time employees are not eligible for coverage.
- e) Dependent health insurance coverage:
  - i) Dependents of part-time employees who work at least 30 hours per week are eligible for coverage under the Diocese's health plan up to age 26, regardless of the dependent's financial dependence, residency with the employee, student status, or employment. The employee is responsible for the full premium for his/her dependent's coverage.
  - ii) Dependents of part-time employees who work less than 30 hours per week are not eligible for coverage under the Diocese's health plan.
- f) The congregation will pay the cost of Worker's Compensation Insurance coverage.

- g) The Temporary Disability Insurance Plan for part-time clergy is provided by the Church Pension Fund.
- h) The congregation will pay the clergy social security costs of salary and housing.
- i) Part-time clergy are entitled to four (4) workweeks of annual vacation with agreed stipend and allowances. This vacation time cannot be more than six (6) workweeks in any one year except by the agreement of the Vestry/Bishop's Committee and with the consent of the Bishop in Aided Parishes and Missions (in other words, no more than two (2) workweeks can be carried over to the following year). If the cleric works less than a full calendar year, the vacation will be prorated. Congregations should encourage clergy to take vacation.

## 5) OTHER

- a) Moving Expenses: Clergy will receive an allowance for moving expenses from the US mainland, typically in the range of \$12,000 to \$20,000 depending on location.
- b) Sabbatical: Clergy are eligible for sabbatical leave at the ratio of one month per year of service in the congregation, to be available after the third year, and cumulative through the fourth year. The maximum amount of leave is limited to four months. The Vestry/Bishop's Committee shall annually budget funds to accumulate to provide pastoral and sacramental supply during the 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 \$1,020/year. This amount should accumulate if unused and may carry over to the next year. This fund should also be available for sabbatical expenses.

## 6) SUPPLY CLERGY COMPENSATION

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

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

**2021 CONGREGATIONAL COMPENSATION CATEGORY  
COMPUTATION WORKSHEET BASED ON  
2019 PAROCHIAL REPORT DATA**

**Number of Pledging Units**

Number of Pledging Units		
		(A)
Multiplied by .40 =		
		_____

**Average Sunday Attendance**

Average Sunday Attendance		
		(B)
Multiplied by .30 =		
		_____

**Plate and Pledge Income**

Plate and Pledge Income in \$1,000		
		(C)
Multiplied by .30 =		
		_____

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

Plus BARC=		
		(D)
		_____

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

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

**2021 COMPENSATION BASED ON 2019 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	50	97	204,487	0	110	3	77,304	87,084	96,756	104,580
CALVARY	17	31	82,917	1	42	4	71,628	79,680	88,524	94,896
CHRIST CHURCH	37	57	144,915	9	84	4	71,628	79,680	88,524	94,896
CHRIST MEMORIAL	23	58	64,425	0	46	4	71,628	79,680	88,524	94,896
EMMANUEL	34	46	126,870	0	65	4	71,628	79,680	88,524	94,896
EPIPHANY	51	67	157,046	1	89	4	71,628	79,680	88,524	94,896
GOOD SAMARITAN	26	20	37,199	0	28	4	71,628	79,680	88,524	94,896
GOOD SHEPHERD	76	107	154,672	2	111	3	77,304	87,084	96,756	104,580
GRACE	18	33	30,818	5	31	4	71,628	79,680	88,524	94,896
HOLY APOSTLES'	48	103	250,399	1	126	3	77,304	87,084	96,756	104,580
HOLY INNOCENTS'	37	53	123,270	1	69	4	71,628	79,680	88,524	94,896
HOLY NATIVITY	33	61	138,595	1	74	4	71,628	79,680	88,524	94,896
ST. ANDREW'S	113	216	385,550	8	234	1	93,600	105,204	116,892	126,180
ST. AUGUSTINE'S	21	79	94,337	0	60	4	71,628	79,680	88,524	94,896
ST. CHRISTOPHER'S	74	94	204,912	1	120	3	77,304	87,084	96,756	104,580
ST. CLEMENT'S	82	102	267,082	3	147	2	85,080	95,664	106,296	114,756
ST. ELIZABETH'S	74	187	147,840	0	130	3	77,304	87,084	96,756	104,580
ST. JAMES'	156	196	390,788	5	243	1	93,600	105,204	116,892	126,180
ST. JOHN THE BAPTIST	15	28	20,784	0	21	4	71,628	79,680	88,524	94,896
ST. JOHN'S, KULA	69	102	206,935	9	129	3	77,304	87,084	96,756	104,580
ST. JOHN'S BY/SEA	28	38	53,165	1	40	4	71,628	79,680	88,524	94,896
ST. JUDE'S	25	36	62,989	2	42	4	71,628	79,680	88,524	94,896
ST. LUKE'S	0	26	47,651	0	22	4	71,628	79,680	88,524	94,896
ST. MARK'S	64	117	252,790	0	137	3	77,304	87,084	96,756	104,580
ST. MARY'S	23	39	72,215	0	43	4	71,628	79,680	88,524	94,896
ST. MATTHEW'S	0	14	30,756	0	13	4	71,628	79,680	88,524	94,896
ST. MICHAEL'S	71	113	279,367	1	147	2	85,080	95,664	106,296	114,756
ST. PAUL'S OAHU	93	210	216,466	6	171	2	85,080	95,664	106,296	114,756
ST. PETER'S	71	117	299,786	1	154	2	85,080	95,664	106,296	114,756
ST. STEPHEN'S	14	33	57,502	0	33	4	71,628	79,680	88,524	94,896
ST. TIMOTHY'S	39	77	139,175	2	82	4	71,628	79,680	88,524	94,896
TRINITY BY/SEA	31	48	101,135	1	58	4	71,628	79,680	88,524	94,896
WEST KAUAI	29	41	66,681	0	44	4	71,628	79,680	88,524	94,896

## ADDENDUM TO MINIMUM CLERGY COMPENSATION SCHEDULE

### **Examples:**

1. Clergy with 5 years of service is called to serve in a Category 4 church. Minimum compensation should be \$79,680. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
2. Clergy with 20 years of service is called to serve in a Category 2 Parish. Minimum compensation should be \$114,756. As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
3. Clergy with 25 years of service is called to serve as a part salary vicar in a Category 4 Mission. The position is for 50% of salary. Minimum compensation should be \$47,448 (\$94,896 divided by 2 = \$47,448). As a minimum this should be used as a starting point in the negotiation. Vestries/Bishop's Committees should seriously consider appropriate compensation.
4. Clergy with 2 years of service is called to serve in a Category 3 church. Minimum compensation should be \$77,304. However, due to the parameters of the search and the scarcity of applicants, the congregation agreed to pay the clergy \$85,000.

### **Some Definitions:**

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

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

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

## **Resolution 2**

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

**SPONSOR:** Standing Committee

**CONTACT NAME:** Daniel Leatherman, President of Standing Committee

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

**PHONE:** 808-536-7776

**EMAIL:** Daniel.Leatherman@sttimothysaiea.org

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

[continued on next page]

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

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

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

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

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## CONSTITUTION

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## ARTICLE I

### TITLE AND BOUNDS OF THE DIOCESE

This Diocese shall be known as “The Diocese of Hawai‘i” and its geographical boundaries shall be coextensive with those of the State of Hawai‘i.

(Amended: 12th Ann. Conv. 1980; 29th Ann. Conv. 1997; 44th Ann. Conv. 2012)

## ARTICLE II

### ACKNOWLEDGMENT OF ACCESSION

As a constituent part of the Protestant Episcopal Church in the United States of America **otherwise known as The Episcopal Church, (which is hereby recognized as designating this Church)**, the Diocese of Hawai‘i accedes to the Constitution and Canons thereof as periodically adopted by the General Convention.

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

## ARTICLE III

### THE CONVENTION

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

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

- (A) The Bishop, the Bishop Coadjutor; if there be one, Suffragan Bishops, if there be any, and any retired Bishops of the Diocese.
- (B) All **Bishops**, Priests, and Deacons who are canonically resident in the Diocese, as well as clergy of denominations in full communion with the Episcopal Church who are installed as rector, vicar, priest-in-charge, Associates, Curates, or Youth Ministers of an Episcopal Church in the Diocese of Hawai‘i.
- (C) Lay delegates from each Parish and Mission in union with Convention. Each such Parish and Mission shall be entitled to be represented by two lay delegates and in addition thereto, another lay delegate for each one hundred communicants or fraction thereof. All delegates shall have attained the age of no less than sixteen years, shall be communicants of the Parish or Mission which they represent, and shall be elected at the annual meeting of each

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

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

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

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

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

#### ARTICLE IV MEETINGS OF THE CONVENTION

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

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

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

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## ARTICLE V OFFICERS OF THE CONVENTION

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

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

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

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

Section 5. The Convention shall have the power to provide by Canon for the election or appointment of officers other than those mentioned in this Article.

(Amended: Sec. 3, 17th Ann. Conv. 1985; Sec. 4, 33rd Ann. Conv. 2002)

## ARTICLE VI CONDUCT OF THE CONVENTION

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

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

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

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

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

## ARTICLE VII OFFICERS OF THE DIOCESE

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

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

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

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

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

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

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

(Amended: Sec. 6, 13th Ann. Conv. 1981)

## ARTICLE VIII THE DIOCESAN CORPORATION

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

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

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

## ARTICLE IX DEPUTIES TO GENERAL CONVENTION AND PROVINCIAL SYNOD

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

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

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

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

## ARTICLE X THE ECCLESIASTICAL AUTHORITY

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

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

## ARTICLE XI OFFICE OF THE BISHOP

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

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

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

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

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

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

## ARTICLE XII ASSESSMENTS

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

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

## ARTICLE XIII STANDING COMMITTEE

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

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

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

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

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

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

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

#### ARTICLE XIV DIOCESAN COUNCIL

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

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

#### ARTICLE XV PARISHES

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

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

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

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

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## ARTICLE XVI MISSIONS

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

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

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

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

## ARTICLE XVII CANONS

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

## ARTICLE XVIII AMENDMENT

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

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

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

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

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**ARTICLE XIX**  
**REPEAL OF FORMER CONSTITUTIONS**

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

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**Ballot A-1: Diocesan Council, Clergy At-Large**

# SAMPLE

**1. Ballot A-1: Diocesan Council – Clergy At-Large**  
**Three-year term**  
**VOTE FOR ONE (1)**

DeGooyer, Bruce

None of the above

**Ballot B-1: Diocesan Council, Lay At-Large**

# SAMPLE

**2. Ballot B-1: Diocesan Council – Lay At-Large**  
**Three-year term**  
**VOTE FOR ONE (1)**

Rowe, Nancy

Spiegelberg, Harrison

None of the above

**Ballot C-1: Diocesan Council, Lay  
County (Hawai'i)**

# SAMPLE

**3. Ballot C-1: Diocesan Council – Lay County  
(Hawai'i)  
Three-year term**

Bostock, Tim

Sakai, Cindy

None of the above

**Ballot D-1: Diocesan Council, Lay  
County (Honolulu)**

# SAMPLE

**4. Ballot D-1: Diocesan Council – Lay County  
(Honolulu)**  
**Three-year term**  
**VOTE FOR ONE (1)**

Miller, Felicidad "Phyllis"

None of the above

**Ballot DA-1: Diocesan Council, Lay  
County (Maui)**

# SAMPLE

**5. Ballot DA-1: Diocesan Council – Lay County (Maui)  
Two-year term  
VOTE FOR ONE (1)**

Corbiell, Cheryl

none of the above

**Ballot E-1: Standing Committee,  
Clergy At-Large**

# SAMPLE

**6. Ballot E-1: Standing Committee – Clergy At-Large  
FOUR-year term  
VOTE FOR ONE (1)**

Berman, Elizabeth "Libby"

Jackson, David

None of the above

**Ballot F-1: Standing Committee, Lay  
At-Large**

# SAMPLE

**7. Ballot F-1: Standing Committee – Lay At-Large  
Four-year term  
VOTE FOR ONE (1)**

Acopan, Marcelo

Kramer, Frances

Smith, Ruth

None of the above

**Ballot G-1: Cathedral Chapter – Clergy**

# SAMPLE

**8. Ballot G-1: Cathedral Chapter – Clergy**

**Two-year term**

**VOTE FOR ONE (1)**



Lentz, Preston



None of the above

**Ballot H-1: Cathedral Chapter – Lay**

# SAMPLE

**9. Ballot H-1: Cathedral Chapter – Lay**  
**Two-year term**  
**VOTE FOR ONE (1)**

Casino, Felonila

Wargo, Sue Ann

None of the above

**Ballot I-1: Secretary to Convention**

# SAMPLE

**10. Ballot I-1: Secretary to Convention**

**One-year term**

**VOTE FOR ONE (1)**

Pasalo, Annalise

None of the above

**Ballot J-1: Confirmation of Bishop's Appointments**

# SAMPLE

**1. Ballot J-1: CONFIRMATION OF BISHOP'S  
APPOINTMENTS**

**If you wish to confirm, vote to confirm the  
appointment of the person.**

Chancellor: Yoshigai, Wayne

Vice Chancellor: Herring, Kevin

Historiographer: Ching, Stuart

Registrar: Costa, Rae

Commission on Ministry (Clergy), 4-year term:  
Browning, Charles

Commission on Ministry (Lay), 4-year term:  
Lynn, Shari

Disciplinary Board (Clergy), 3-year term:  
Shields, Richard

Disciplinary Board (Lay), 3-year term: Hee, Faye

Disciplinary Board (Lay), 2-year term: Alford, Devin

## Total Income

<u>TOTAL INCOME (in \$)</u>						
	2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST
<b>Income</b>						
<b>Rate</b>						
1 a Assessments	1,724,956	1,784,753	1,774,524	1,726,754	1,500,000	1,530,000
1 b COVID-19 Assessment Waiver (2 months)	-	-	(295,760)	(287,792)	-	-
	1,724,956	1,784,753	1,478,764	1,438,962	1,500,000	1,530,000
1 c Investment Income	4%	4%	4%	5%	5%	5%
Portfolio (Restricted)	164,768	166,000	157,700	209,500	213,700	218,000
Portfolio (Unrestricted)	15,503	26,500	25,175	33,600	34,300	35,000
Von Holt Fund (Unrestricted)	147,597	148,700	141,265	185,500	189,200	193,000
Helen Hagemeyer End Fd (Restricted)	41,406	41,700	39,615	52,000	53,000	54,100
Ing Fund (Unrestricted)	69,235	69,700	66,215	87,000	88,700	90,500
Catton Fund (Restricted)	21,822	23,700	20,145	21,500	21,900	22,300
Parke Trust (Unrestricted)	47,308	45,000	38,250	38,250	39,000	39,800
Prisanlee Fund (Unrestricted)	20,917	19,000	16,150	16,150	16,500	16,800
Valvon Fund (Unrestricted)	19,800	21,000	17,850	17,850	18,200	18,600
MacCray Fund (Council Restricted)-						
Youth Missioner	-	-	41,200	65,200	67,000	68,300
Total Investments	548,357	561,300	563,565	726,550	741,500	756,400
<b>Rentals</b>						
1 d Cluett Apartments	80,730	79,400	84,400	86,130	87,900	89,700
1 e Parking	100,992	103,200	103,200	105,200	107,300	109,400
Total Rentals	181,722	182,600	187,600	191,330	195,200	199,100
1 f Restricted Donation - Waiolaihui'ia	-	30,000	30,000	20,000	20,000	20,000
1 g Interest	10,008	11,300	6,300	500	500	500
1 h Miscellaneous	2,714	3,000	3,000	3,000	3,000	3,000
1 i Reserves from prior years	-	-	9,000	-	-	-
<b>GRAND TOTAL INCOME</b>	<b>2,467,756</b>	<b>2,572,953</b>	<b>2,278,229</b>	<b>2,380,342</b>	<b>2,460,200</b>	<b>2,509,000</b>

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## Total Expenditures

	<u>TOTAL EXPENDITURES (in \$)</u>					
	2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST
<b><u>Expenses</u></b>						
Ministry and Mission	787,482	821,983	666,709	723,042	681,500	690,700
Diocesan Organization	1,671,274	1,750,970	1,611,520	1,657,300	1,670,200	1,734,900
<b>GRAND TOTAL EXPENSES</b>	<b>2,458,756</b>	<b>2,572,953</b>	<b>2,278,229</b>	<b>2,380,342</b>	<b>2,351,700</b>	<b>2,425,600</b>
<b>SURPLUS</b>	<b>9,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>108,500</b>	<b>83,400</b>

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## Ministry and Mission

### MINISTRY AND MISSION (IN \$)

	2019 ACTUAL	2020 BUDGET	2020	2021	2022 FORECAST	2023 FORECAST
			REVISED BUDGET	PROPOSED BUDGET		
<b>DIOCESAN INITIATIVES</b>						
2 a Native Hawaiian Ministry Committee	1,434	3,000	1,000	2,000	2,000	2,000
2 b Tongan Ministry	10,000	10,000	10,000	10,000	10,000	10,000
Subtotal	11,434	13,000	11,000	12,000	12,000	12,000
<b>SUPPORT FOR ORGANIZED MISSIONS</b>						
3 a Agreed Upon Procedures (Audit Expenses)-Missions	72,694	76,500	-	-	79,000	80,600
3 b Calvary	10,000	10,000	10,000	10,000	10,000	10,000
3 c Grace, Moloka'i	75,000	75,000	75,000	75,000	75,000	75,000
3 d St. Jude's, Ocean View	4,000	2,500	2,500	-	-	-
3 e West O'ahu	125,000	125,000	125,000	125,000	127,500	130,100
Subtotal	286,694	289,000	212,500	210,000	291,500	295,700
<b>DISCIPLESHIP</b>						
4 a Camp Mokulē'ia	70,000	70,000	70,000	70,000	70,000	70,000
4 b Christian Formation	11,656	10,000	2,000	10,000	10,000	10,000
4 c Diversity Training	-	2,000	-	1,000	1,000	1,000
4 d EYE Travel Fund	1,000	4,200	-	-	6,900	6,900
4 e Planned Giving	7,771	7,000	2,200	3,500	3,500	3,500
4 f Safe Church Training	-	10,000	1,000	1,000	1,000	1,000
4 g St. Andrew's Schools-Chaplain Support (PT)	15,568	37,800	18,900	38,100	38,900	39,700
4 h Diocesan Youth Missioner	-	-	37,700	63,700	65,000	66,300
4 i Diocesan Youth Ministry - Program	-	-	3,500	7,000	2,000	2,000
4 j Presiding Bishop's Visit (2019)	30,243	-	-	-	-	-
Subtotal	136,239	141,000	135,300	194,300	198,300	200,400

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		2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST
<b>OUTREACH AND JUSTICE</b>							
5 a	A Cup of Cold Water	5,000	5,000	5,000	5,000	5,000	5,000
5 b	Ecumenical/Interfaith Relations	2,500	2,000	1,000	2,000	2,000	2,000
5 c	Prison Chaplaincy	21,542	21,900	21,900	21,900	22,300	22,700
5 d	Prison Ministry	4,980	4,600	4,600	6,000	6,000	6,000
	Subtotal	34,022	33,500	32,500	34,900	35,300	35,700
<b>MINISTRY DEVELOPMENT</b>							
6 a	Lay Leadership Development	15,001	10,000	2,000	10,000	10,200	10,400
6 b	Clergy Leadership Development	32,574	35,000	10,000	35,000	35,700	36,400
6 c	Curacy Support	160,000	175,000	147,500	-	-	-
6 d	Commission on Ministry (COM)	6,714	20,000	5,000	10,000	10,200	10,400
6 e	Waiolaihui'ia (Local Ordination Program)	18,517	35,000	30,000	20,000	20,000	20,000
6 f	Waiolaihui'ia - Academic Dean	35,772	37,000	37,000	37,000	37,700	38,500
	Subtotal	268,578	312,000	231,500	112,000	113,800	115,700
<b>OTHER</b>							
7 a	Bishop's Emergency Grants	50,516	33,483	43,909	159,842	30,600	31,200
	Subtotal	50,516	33,483	43,909	159,842	30,600	31,200
<b>TOTAL MINISTRY AND MISSION</b>		<b>787,482</b>	<b>821,983</b>	<b>666,709</b>	<b>723,042</b>	<b>681,500</b>	<b>690,700</b>

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## Diocesan Organization

### DIOCESAN ORGANIZATION (IN \$)

		2019 ACTUAL	2020 BUDGET	REVISED BUDGET	2020	2021	2023 FORECAST
					PROPOSED BUDGET	2022 FORECAST	
<b>EPISCOPATE</b>							
8 a	Bishop	235,100	241,300	241,300	241,900	246,700	251,600
8 b	Bishop's General Convention Travel Fund	1,000	1,000	-	-	1,800	1,800
8 c	Hospitality	14,472	18,500	13,500	12,000	12,200	12,400
8 d	Keyman Insurance	470	570	570	600	600	600
8 e	Travel & Continuing Education	26,994	26,000	21,000	22,000	22,400	22,800
8 f	Lambeth Conference Travel Fund	1,000	1,000	-	-	1,000	1,000
8 g	Future Bishop Transition Fund	5,000	5,000	-	-	5,000	5,000
	Subtotal	284,036	293,370	276,370	276,500	289,700	295,200
<b>DIOCESAN SUPPORT CENTER STAFF</b>							
9 a	Executive Assistant to the Bishop	112,667	93,200	84,700	81,300	82,900	84,600
9 b	Accountant	79,471	91,500	91,500	91,500	93,300	95,200
9 c	Business Manager	79,081	81,500	81,500	81,500	83,100	84,800
9 d	Canon for Cong Life & Leadership	143,164	146,700	146,700	152,700	155,800	158,900
9 e	Office Support (PT)	22,113	43,400	23,400	23,800	24,300	24,800
9 f	Strategic Planning Manager (PT)	17,275	-	-	-	-	-
9 g	Treasurer & Planned Giving Officer	190,300	195,400	195,400	195,500	199,400	203,400
	Subtotal	644,073	651,700	623,200	626,300	638,800	651,700
<b>ADMINISTRATION</b>							
<b>DIOCESAN EXPENSE</b>							
10 a	Archives	-	2,000	1,000	1,000	1,000	1,000
10 b	Audit Expenses - Diocese	32,685	33,000	33,000	35,000	35,700	36,400
10 c	Chancellor's Expenses	2,235	2,000	1,000	2,000	2,000	2,000
10 d	Church Internet/Website Support	1,023	1,400	1,400	1,400	1,400	1,400
10 e	Contract Communications Coordinator	14,442	35,700	35,700	35,700	48,000	60,000
10 f	Diocesan Annual Mtg of Convention	9,297	12,000	12,000	12,000	12,200	12,400
10 g	Directors & Officers Insurance	6,440	7,500	6,500	7,000	7,100	7,200
10 h	General Convention Deputy Support Fund	1,000	12,000	-	24,000	16,000	16,000
10 i	Legal & Related Expenses	66,975	30,000	20,000	35,000	35,700	36,400
10 j	Meeting Costs: Other	278	-	-	-	-	-
10 k	Strategic Initiatives	2,650	-	-	-	-	-
10 l	Office Expenses	53,684	63,700	58,700	50,000	51,000	52,000
10 m	Property - Cluett	45,880	62,000	50,000	45,000	45,900	46,800
10 n	Property - Diocese	10,920	8,000	8,000	8,200	8,400	8,600
10 o	Property Taxes - Cluett Apts & Parking Lot	17,133	18,000	18,000	18,500	18,900	19,300
10 p	Province VIII Quota	6,222	6,300	6,300	6,400	6,500	6,600
10 q	Staff Continuing Education	8,640	11,000	4,000	4,000	5,000	6,000
10 r	Temporary Staffing	-	2,000	-	-	-	-
10 s	Storage	10,654	9,200	11,000	7,000	7,100	7,200
10 t	Technology Support	20,948	25,500	20,500	20,000	20,400	20,800
10 u	The Episcopal Church Quota (Assessment)	268,200	293,100	293,100	301,900	270,700	291,700
	Subtotal	579,307	634,400	580,200	614,100	593,000	631,800

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		2019 ACTUAL	2020 BUDGET	2020 REVISED BUDGET	2021 PROPOSED BUDGET	2022 FORECAST	2023 FORECAST
<b>AULT MEMORIAL OFFICE BUILDING EXPENSE</b>							
11 a Memorial Building Capital Fund							
11 a	Memorial Building Capital Fund	35,000	35,000	-	24,000	30,000	35,000
11 b	Diocesan Office Cleaning Expenses	7,306	10,000	8,000	8,000	8,200	8,400
11 c	Security Shared w/Queen Emma Sq	16,000	17,000	40,250	17,300	17,600	18,000
11 d	Shared Cathedral Expenses	26,000	26,500	26,500	27,000	27,500	28,100
	Subtotal	84,306	88,500	74,750	76,300	83,300	89,500
<b>TRAVEL</b>							
12 a	Governance Groups Travel	16,230	23,000	6,000	10,000	10,200	10,400
12 b	Staff Travel	24,541	19,000	10,000	15,000	15,300	15,600
	Subtotal	40,770	42,000	16,000	25,000	25,500	26,000
<b>OTHER</b>							
13 a	Kapolei land	16,961	17,300	17,300	17,600	18,000	18,400
13 b	Medigap Program	21,822	23,700	23,700	21,500	21,900	22,300
	Subtotal	38,782	41,000	41,000	39,100	39,900	40,700
<b>TOTAL DIOCESAN ORGANIZATION</b>		<b>1,671,274</b>	<b>1,750,970</b>	<b>1,611,520</b>	<b>1,657,300</b>	<b>1,670,200</b>	<b>1,734,900</b>

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## Courtesy Resolutions

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to our Primate and Presiding Bishop, the Most Reverend Michael B. Curry, and Mrs. Sharon Clement Curry, with deep gratitude and thankfulness for their ministry to The Episcopal Church and this Diocese;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Right Reverend Donald P. Hart, Third Bishop of Hawai‘i, and Mrs. Elizabeth Hart;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to Mrs. Patti Browning, widow of the Right Reverend Edmond L. Browning, former Presiding Bishop and Second Bishop of Hawai‘i;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to Mrs. Delia Chang, widow of the Right Reverend Richard S.O. Chang, Fourth Bishop of Hawai‘i;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Bishop of the Pacifica Synod of the Evangelical Lutheran Church in America, the Reverend Dr. Andrew Taylor, with deep gratitude and thankfulness for our full Communion partnership and the ministry shared with the Episcopal Church here in Hawai‘i;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Sisters of the Community of the Transfiguration, giving thanks to Almighty God for their many years of devoted service at St. Andrew’s Priory School for Girls, and asking for the continued prayers of the Sisters for this Diocese;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Archbishop of Canterbury, the Most Reverend Justin Portal Welby, and Mrs. Caroline Eaton Welby, with deep gratitude and thankfulness for their ministry to the Anglican Communion;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i send its greetings and aloha to the Obispo Maximo of the Iglesia Filipina Independiente, the Most Reverend Rhee Timbang, and to the Right Reverend Raul Tobias, Bishop of the Western USA and Canada, in thanksgiving for the historic connection between this Diocese and the Iglesia Filipina Independiente;

RESOLVED, that this the 52<sup>nd</sup> 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 Daniel Leatherman as Chair of Dispatch of Business; all

those assisting with credentials and registration; all those involved with elections, both tellers and counters; and all the volunteers who have made this virtual Annual Meeting possible;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the staff of the Cathedral of St. Andrew for their assistance with the Annual Meeting;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deepest thanks to Ms. Sharon Billingsley and Ms. Norma Chun who have faithfully volunteered in the Diocesan Support Center;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Chancellor, Mr. Wayne Yoshigai; to the Vice Chancellor, Mr. Kevin Herring; to the Chancellor Emeritus, Mr. Jack Lockwood; and to the Chancellor Emerita, Ms. Martha Im, for their faithful service to and care of this Diocese;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Historiographer of the Diocese, Mr. Stuart Ching;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Alison Dingley and Mr. Willis Moore, for serving as Co-Chaplains to our retired clergy;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its profound gratitude and deep appreciation to the Reverend Canon Frank Chun and Mrs. Norma Chun on their retirement as Co-Chaplains to our retired clergy;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the Treasurer of this Convention and of the Diocese, Mr. Peter Pereira, for his years of diligent and faithful service to this Diocese;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to the members of the Diocesan Support Center: Mr. Danny Casey, Ms. Rae Costa, Ms. Denise Esposito, the Rev. Cn. Alexander Graham, and Mr. Sonny Liu for their openness and availability to all of us in this Diocese, reflecting their God-given ministry to Christ’s Church, and especially at this unusual time of an online Annual Meeting, for their devoted and long hours of faithful service which they have given in preparation for this Annual Meeting of the Convention and throughout the year;

RESOLVED, that this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai‘i express its deep appreciation to Ms. Sybil Nishioka, for her faithful service as the Communications Contractor for the Diocese;

AND RESOLVED, that the Secretary of this Convention communicate in writing these resolutions to those so commended on behalf of this the 52<sup>nd</sup> Annual Meeting of the Convention of the Episcopal Diocese of Hawai'i.

## **Ho‘onani I Ka Makua Mau (Doxology)**

Words by Rev. Hiram Bingham

Ho‘onani i ka Makua Mau,  
Ke Keiki me ka ‘Uhane nō,  
Ke Akua Mau ho‘omaika‘i pū,  
Kō kēia ao, kō kēlā ao.  
‘Āmene.