



# HAWAIIAN CHURCH CHRONICLE

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Episcopal  
Diocese of Hawaii

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## A Profile Of The Episcopal Church In Hawaii

### GEOGRAPHIC LIMITS & RESPONSIBILITIES

The geographic boundaries of the Diocese of Hawaii are the boundaries of the State of Hawaii. Additional responsibilities as Episcopal Overseer to Guam, Kwajalein, and Samoa have been assigned to the Hawaii Diocesan by the Presiding Bishop. The Bishop of the Diocese of Hawaii is President of the corporate board of directors which body owns and controls the real property of all but one of the Diocesan parishes and missions.

### POPULATION

The total resident population of the State of Hawaii as of July 1, 1975 was 846,869. It is important for us to note that the above figures include 55,000 military and 68,000 of their dependents, about 15% of the resident population! Not included in the above total, but also of great importance to the Episcopal Church, is an additional 60,000 population representing the average daily visitor count within the State. Population projections for Oahu by the State Department of Planning and Economic Development and the City Planning Department forecast a 50-100% increase in Oahu's population by the year 2000!

The City and County of Honolulu, which is the 611 square mile island of Oahu, has a civilian resident population of 637,000 or 80% of the State total and most of the military population as well. The six remaining inhabited islands — Niihau, Kauai, Maui, Molokai, Lanai and Hawaii — form three other counties which include the remaining 20% of the population and 90% of the land area. In recent years, the population growth of these "neighbor islands" has increased at a greater rate than has Oahu, a fact which has drawn added attention to them as areas of potential increased activity for the church and the State.

### ETHNIC TRENDS & COMPOSITION

After many years in which migration from the mainland contributed strongly to the growth in Hawaii's population, the entire net gain in 1973 and 1974 was made up of aliens, more than half of which were from the Philippines — the fastest growing ethnic group in the State. The approximate ethnic composition of the States resident population is Caucasian — 39% (including military); Japanese 28%; Filipino 12%; Hawaiian 9%; Chinese 7%; Korean 1%; Samoan and other Pacific origins 3%.

### GROWTH GUIDANCE

The State, reflecting concern over the recent period of rapid growth, has exercised a moderated growth policy which would achieve a more reasonable balance between the benefits of growth and the problems which growth brings to an island state. One concern of this policy important to the

Episcopal Diocese is the over-concentration of population on the island of Oahu and the efforts to channel future population increases more strongly to the neighbor islands.

### DIOCESAN OVERLAY ON CLERGY, COMMUNICANTS

The 1974 Parochial Report shows that The Episcopal Church in Hawaii operates 40 parishes and missions with 10,913 Baptised members and 6,656 Communicants in Good Standing. Twenty-four (60%) of these missions and parishes are on the island of Oahu serving 5,279 communicants, 79% of total communicants. Additionally operated are two Diocesan schools. Demographic studies show that on Oahu the population center has moved westward to the Waipahu area and large bedroom communities have developed in Central and South-eastern Oahu — areas which may not now be sufficiently served by existing parishes or missions. The growth patterns of the neighbor islands, particularly Maui and Hawaii, indicate further areas for mission involvement.

Of the 57 active clergy in Hawaii, 42 — or 74% — are on Oahu and of these 19 are non-stipendiary. There are additionally three chaplains to the Armed Forces. The above deployment seems to indicate an approximate balance of clergy and communicants. The 1974 clergy directory shows six "retired" clergy in residence in Hawaii (four on Oahu).

### FINANCIAL STATUS

One of the translations of the motto of the Diocese "He Lanakila Ma Ke Kea" is Victory Through Suffering. It is this translation that perhaps best describes the present economic climate of the Diocese. The last financial support from the national church was enjoyed in 1973. Subsequent budgetary struggles have attempted to offset inflation plagued expenditures with increased parish and mission A&Q's. The approved 1976 budget of \$356,748 is a balanced one in which \$186,884 or 52%, of expenditures is identified for Outreach, Nurture, Community Action and Church Extension and Develop-

ment — virtually the same percentage as in the previous year's deficit budget. Copies of the past financial performance of the Diocese will be made available to nominees for the office of Bishop. The 1976 budget, just approved in convention, presents for the first time a realistic appraisal of mission subsidies. The A&Q accepted for 1976 will pose a very real challenge for all parishes and missions in the present economically difficult times.

### SURVEY RESULTS — OBJECTIVES OF THE DIOCESE

A Diocesan-wide survey was designed by the election process committee to draw profiles both of the objectives of the Diocese and of the next Bishop, who will lead us to these objectives.

The Survey generated approximately 2,000 responses or + 30% from a population of over 6,500 communicants in good standing. The responses to the survey on the objectives of the Diocese revealed that both Lay and Clergy felt a need for greater future Diocesan involvement in all areas questioned. Of twenty items, the six rated most important by the Laity were as follows:

#### LAY: The Diocese should:

1. Deepen and promote the development of the individual spiritual life — (53%).
2. Emphasize the practice, understanding and appreciation of liturgical worship — (48%).
3. Increase open communications between Diocesan staff and congregations; clergy and laity — (43%).
4. Develop a deeper understanding of Scripture and tradition, theology and ethics, and of the Anglican (Episcopal) tradition — (37%).
5. Stimulate broad participation in setting goals in the Diocese and in evaluating the efforts toward realizing them — (24%).
6. Exercise strong leadership to remedy injustice, exploitation and inequality — (24%).

The clergy in responding to the same survey section on Diocesan Objectives listed as their six "most important" the following:

#### CLERGY: The Diocese should:

1. Deepen and promote the development of the individual spiritual life — (48%).
2. Increase open communications between Diocesan staff and congregation; clergy and laity — (48%).
3. Develop a deeper understanding of Scripture and tradition, theology and ethics, and of the Anglican (Episcopal) tradition — (38%).
4. Emphasize the practice, understanding and appreciation of liturgical worship — (37%).
5. Stimulate broad participation in setting goals in the Diocese and in evaluating the efforts toward realizing them — (37%).
6. Develop a long-range plan for deployment of clergy, development of missions and strategic locations of congregations — (86%).

#### WRITE-IN COMMENTS

Out of a total of 2,000 surveys returned, there were 460 written-in comments by communicants not identified as clergy or lay. Their answers showed their supplemental concerns about the Diocese; e.g. forty-five persons wrote in that the "Church should be more spiritual, evangelical and people oriented." Again, forty-five persons commented that "More emphasis should be placed on youth and youth programs" — a subject not directly addressed in the survey. The summary of written comments is attached to this profile and should be carefully studied for their degree of importance to the profile of the Diocese.

#### SUMMARY OF PROFILE FROM DIOCESAN SURVEY

##### Primary Diocesan Priorities

The Diocese of Hawaii should: increase open communications between Diocesan staff and congregations, clergy and laity; deepen and promote the development of the individual spiritual life; emphasize the practice, understanding and appreciation of liturgical worship; develop the church's ministry as a whole, especially encouraging ministries of the laity; develop a long-range plan for deployment of clergy, development of missions and strategic locations of congregations; stimulate broad participation in setting goals and methods of support and develop a deeper understanding of scripture and tradition, theology and ethics and of the Anglican (Episcopal) tradition.

##### Secondary Priorities

Career development programs for clergy; exercise leadership to remedy injustice and inequality; build a financial base for support of the Diocese through endowments and major gifts; continue to develop active participation in Pacific Basin.

This special edition of the Hawaiian Church Chronicle is intended to give its readers the fullest possible information before the submission of the names of clergy to be considered for election as the next Bishop of Hawaii. No name should be submitted to the Election Process Committee until you have studied the summary tabulation of the Diocesan survey results on Pages 3 and 4 and read carefully the Diocesan and Bishop profiles on Pages 1 and 2.

Forms will be available in all missions and parishes of the Church in Hawaii, and they will be available also from the Diocesan office.

**NAMES CAN NOW BE SUBMITTED! DEADLINE DECEMBER 24, 1975.**  
Send them addressed to:

Chairman, Subcommittee on Candidates  
Election Process Committee  
Episcopal Diocese of Hawaii  
Queen Emma Square  
Honolulu, Hi. 96813

Hawai'i Historical Society  
560 Kawahāho St.  
Honolulu, Hawaii 96813

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# Profile and Criteria For Selection of Bishop

A study of church history shows that since early times the leadership of Christ's One, Holy, Catholic and Apostolic Church has been associated with the office of bishop. The character of this office has not remained static over the years, but has changed in response to varying conditions both within the church and in the social environment in which it lives.

In preparation for our election of a new bishop for The Episcopal Church in Hawaii it was felt that we should do two things. First, we should evaluate our present diocesan programs in order to determine what changes in direction or emphasis, if any, should be made, and second, to determine what personal characteristics we would like to see in our new bishop. These two evaluations have been made but here we will only concern ourselves with the personal characteristics of the new bishop.

Following studies of other dioceses in similar situations a questionnaire was prepared and distributed with each member in our diocese being given an opportunity to express his views. The clergy and laity results were tabulated separately and the results are attached.

In addition to the results of the profile itself we have listed certain criteria that will provide guidelines in order that the Election Process Committee may objectively weigh the qualifications of the nominees. **We have ranked the criteria in order of importance indicated by the Diocesan Survey**, because without ranking priorities it would be impossible to apply criteria.

Applying criteria will be meaningless unless the diocese is willing to provide the necessary resources to support them. We will provide the bishop with this support; otherwise we will be asking him to perform an impossible task. In the criteria we have therefore attempted to specify the support required.

The format for each of the criteria items is as follows: Each item has a criteria heading. Below that the left column states what we want as a diocese. The right column states the characteristic needed by the nominee. The paragraphs which follow then describe the bishop's accountability and the responsibility of the diocese, as will be contained in a statement of understanding as negotiated between the Board of Directors and the Bishop.

## I SPIRITUAL LEADER

### WHAT THE DIOCESE WANTS

A bishop who will be known by the diocese and the community as a spiritual leader.

### WHAT THE BISHOP SHOULD BE

The nominee shall evidence a genuine spirituality grounded in the Bible and worship. He should possess the capacity to offer theological reflection and direction about current life. He should be an effective preacher.

### Responsibility of the Bishop

The bishop is the spiritual leader of the diocese and his efforts would lead to the deepening understanding of the spiritual dimension of life; a renewed concern for liturgy and worship; a full involvement of both clergy and laity in theological concerns. In addition to his leadership in the diocese we would expect him to maintain his own spiritual health.

### Responsibility of the Diocese

The diocese shall provide for his continuing theological education and renewal, as negotiated in a statement of understanding Board of Directors and Bishop elect.

## II LEADERSHIP STYLE

### WHAT THE DIOCESE WANTS

A bishop who perceives his leadership style as a vital force in unifying the diocese.

### WHAT THE BISHOP SHOULD BE

He should be a man who cares and would be comfortable reaching out to the many races of people who comprise our diocese. He should be able to recognize conflict and deal with it effectively. He should have skill primarily as an enabler for social change.

### Responsibility of the Bishop

We expect that the bishop will promote understanding, rapport, and closeness throughout the diocese to further develop our sense of unity and trust.

### Responsibility of the Diocese

The diocese shall be responsible for providing the necessary administrative support.

## III PASTORAL MINISTRY

### WHAT THE DIOCESE WANTS

A bishop who gives strength by providing pastoral ministry to the clergy and laity

### WHAT THE BISHOP SHOULD BE

He should possess ability for pastoral care particularly in times of crisis.

### Responsibility of the Bishop

The bishop is the chief pastor in our diocese, particularly to the clergymen and their families. Through having emotionally and mentally stable clergymen and their families we will enjoy more productive clergy.

### Responsibility of the Diocese

The obligation of the diocese shall provide professional consultation for the bishop.

## IV ADMINISTRATIVE RESPONSIBILITY

### WHAT THE DIOCESE WANTS

A bishop who can plan, make decisions and administer his office effectively.

### WHAT THE BISHOP SHOULD BE

The nominee should have varied experience in administration and management. He should be willing to delegate much of his work load, be supportive of his staff and capable of supervision.

### Responsibility of the Bishop

The bishop is president of the board of directors and a member of other appropriate diocesan committees which are responsible for the overseeing of the diocesan programs, funds and properties. We expect the bishop to delegate responsibility to those who have expertise in various areas of administration.

### Responsibility of the Diocese

The diocese shall be responsible for providing those persons whose expertise would be of assistance in the overall administration, particularly in the areas of real estate, finance, investments and programs.

## V EFFECTIVE CLERGY AND LAY DEVELOPMENT

### WHAT THE DIOCESE WANTS

A bishop who wants an effective growing clergy and laity in a team ministry with him.

### WHAT THE BISHOP SHOULD BE

The nominee shall have good knowledge of human behavior and possess personnel management skills. He should evidence personal and professional growth.

### Responsibility of the Bishop

The bishop is responsible for supporting professional development of the clergy and enhancing the development of lay ministries. He should also have the ability for career assessment, supervision, performance evaluation and continuing education for the clergy.

### Responsibility of the Diocese

The diocese is responsible for assisting the bishop in the above and must seek out resources for professional growth.

## VI DIOCESAN PROGRAM

### WHAT THE DIOCESE WANTS

A bishop who has a sense of vision for the programs and goals of the diocese.

### WHAT THE BISHOP SHOULD BE

The nominee should know his own mind, yet value shared leadership and understand group processes and decision making.

### Responsibility of the Bishop

The bishop's office is responsible for a sense of mission and common direction through long range planning. He should stimulate broad participation in the setting of objectives and in evaluation of results.

### Responsibility of the Diocese

The people of the diocese shall cooperate in planning and support of the determined goals.

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It is the hope of the Election Process Committee that the survey results as well as the criteria contained herein will be of significant value to those who may be considering having their names placed in nomination. We realize that there may be many who will see themselves compatible with the profile and criteria. It is our prayer that in our final selection of our bishop we will begin a happy, spiritual, loving and successful relationship.

# Results Of The Diocesan Survey

## OBJECTIVES OF THE DIOCESE

Consolidated rankings of clergy and laity along this scale of priorities:

Not Important	Low	Average	Moderately High	Highest
1	2	3	4	5

1. <b>Planning Participation</b> — Stimulate broad participation in setting goals in the Diocese and in evaluating the efforts toward realizing them.	Clergy	3	4	5	4.2
	Laity	3	4	5	3.7
2. <b>Long-range Planning</b> — Develop a long-range plan for deployment of clergy, development of missions, and strategic locations of congregations.	Clergy	3	4	5	4.3
	Laity	3	4	5	3.7
3. <b>Worship</b> Emphasize the practice, understanding and appreciation of liturgical worship.	Clergy	3	4	5	4.3
	Laity	3	4	5	4.1
4. <b>Spiritual Life</b> — Deepen and promote the development of the individual spiritual life.	Clergy	3	4	5	4.4
	Laity	3	4	5	4.3
5. <b>Theology</b> — Develop a deeper understanding of Scripture and tradition, theology and ethics, and of the Anglican (Episcopal) tradition.	Clergy	3	4	5	4.1
	Laity	3	4	5	4.0
6. <b>Ecumenical Relations</b> — Undertake cooperative action with others.	Clergy	3	4	5	3.6
	Laity	3	4	5	3.5
7. <b>Clergy</b> — Promote programs for the career development of the clergy, including such activities as advanced study and support for personal and professional growth.	Clergy	3	4	5	4.1
	Laity	3	4	5	3.6
8. <b>Ministry of the Laity</b> — Develop the Church's ministry as a whole, especially encouraging the ministries of the laity.	Clergy	3	4	5	4.2
	Laity	3	4	5	3.6
9. <b>Specialized Ministries</b> — Strengthen and develop non-parochial (other than parish) specialized ministries.	Clergy	3	4	5	3.4
	Laity	3	4	5	2.8
10. <b>Episcopal Church Participation</b> — Encourage active participation and leadership by both clergy and laity in the life and work of province VII and the National Church.	Clergy	3	4	5	3.3
	Laity	3	4	5	3.0
11. <b>Pacific Basin Participation</b> — Continue to develop active participation with the churches and peoples of the Pacific Basin and Far East.	Clergy	3	4	5	3.6
	Laity	3	4	5	3.3
12. <b>Social Impact</b> — Exercise strong leadership to remedy injustice, exploitation and inequality.	Clergy	3	4	5	4.0
	Laity	3	4	5	3.5
13. <b>The Mission Congregations</b> — Develop a Diocesan policy establishing criteria for mission goals and methods of support.	Clergy	3	4	5	4.2
	Laity	3	4	5	3.4

14A. **Ethnic Integration** — Pursue a policy of integration of the ethnic populations into the common life of the parish/mission.

Clergy	3	4	5	3.6
Laity	3	4	5	3.3

14B. **Ethnic Ministries** — Provide for separate ethnic missions and congregations.

Clergy	3	4	5	2.8
Laity	3	4	5	2.3

15. **Social Services** — Develop social services throughout Hawaii for groups with special needs.

Clergy	3	4	5	3.0
Laity	3	4	5	3.1

16. **Services to Congregations** — Emphasize Diocesan services to congregations.

Clergy	3	4	5	3.6
Laity	3	4	5	3.2

17. **Retreats and Conferences** — Stimulate and develop Diocesan programs and facilities for retreats, conferences and camping.

Clergy	3	4	5	3.7
Laity	3	4	5	3.3

18. **Diocesan Finances** — Build a financial base for support of the Diocese through endowment and major gifts.

Clergy	3	4	5	3.8
Laity	3	4	5	3.3

19. **Property Development** Initiate a Diocesan program emphasizing property development as a method of increasing the financial stability of the Episcopal Church.

Clergy	3	4	5	3.4
Laity	3	4	5	3.2

20. **Communications** — Increase open and thorough communications between Diocesan staff and congregations; clergy and laity.

Clergy	3	4	5	4.5
Laity	3	4	5	4.2

The six objectives of highest priority were:

LAITY		CLERGY	
(1) Spiritual Life	(53%)	(1) Spiritual Life	(48%)
(2) Worship	(48%)	(2) Communications	(43%)
(3) Communications	(43%)	(3) Theology	(38%)
(4) Theology	(37%)	(4) Worship	(37%)
(5) Planning Participation	(24%)	(5) Planning Participation	(37%)
(6) Social Impact	(24%)	(6) Long Range Planning	(37%)

Note: Question No. 21 was a write-in question. Combined ranking same as laity.

## CHARACTERISTICS SOUGHT IN THE NEXT BISHOP OF HAWAII

Consolidated rankings of clergy and laity along this scale of priorities:

Undesirable	Unnecessary	Opinion	Important	Essential	
1	2	3	4	5	
22. <b>Effective Preacher</b> —	Clergy	3	4	5	4.3
	Laity	3	4	5	4.2
	Combined	3	4	5	4.2
23. <b>A strong advocate</b> of the development of the ministry of the laity.	Clergy	3	4	5	4.2
	Laity	3	4	5	4.0
	Combined	3	4	5	4.0
24. <b>Spiritual depth:</b> Lives a disciplined devotional life. Stimulates this in others.	Clergy	3	4	5	4.6
	Laity	3	4	5	4.4
	Combined	3	4	5	4.4

Continue on Page 4

# Results Of The Diocesan Survey

Continued from Page 3

25. Understands and has concern for people of differing social status, racial backgrounds and economic circumstances.

Clergy	3	4	5
			4.5
Laity	3	4	5
			4.4
Combined	3	4	5
			4.6

26. Effective as pastor to clergy and laity.

Clergy	3	4	5
			4.7
Laity	3	4	5
			4.4
Combined	3	4	5
			4.4

27. Assumes strong liturgical leadership.

Clergy	3	4	5
			3.9
Laity	3	4	5
			4.1
Combined	3	4	5
			4.1

28. Prior, current residence in this Diocese.

Clergy	3	4	5
			2.7
Laity	3	4	5
			3.2
Combined	3	4	5
			3.1

29. A strong advocate of the career development of the clergy.

Clergy	3	4	5
			3.9
Laity	3	4	5
			3.6
Combined	3	4	5
			3.7

30. Ecumenical in outlook: Would lead the Diocese in active collaboration with others.

Clergy	3	4	5
			3.8
Laity	3	4	5
			3.8
Combined	3	4	5
			3.8

31. Recognized as theologically articulate.

Clergy	3	4	5
			4.1
Laity	3	4	5
			4.0
Combined	3	4	5
			4.0

The four characteristics of highest priority were:

LAITY		CLERGY	
(1) Concern for People	(58%)	(1) Effective Pastor	(70%)
(2) Spiritual Depth	(55%)	(2) Spiritual Depth	(58%)
(3) Effective Pastor	(48%)	(3) Concern for People	(58%)
(4) Effective Preacher	(38%)	(4) Develops Ministry of the Laity	(32%)

32. Stimulates broad participation: In the setting of objectives and in evaluation of results.

Clergy	3	4	5
			4.2
Laity	3	4	5
			4.0
Combined	3	4	5
			4.0

33. Effectively administers staff responsibilities: Directs staff efforts and evaluates staff performance.

Clergy	3	4	5
			4.1
Laity	3	4	5
			4.1
Combined	3	4	5
			4.1

34. Builds strong teamwork: Among associates, staff, elected and appointed representatives of the Diocese.

Clergy	3	4	5
			4.4
Laity	3	4	5
			4.4
Combined	3	4	5
			4.4

35. Deals with conflict effectively: Recognizes conflict, understands its nature and manages it constructively.

Clergy	3	4	5
			4.6
Laity	3	4	5
			4.5
Combined	3	4	5
			4.5

36. Effectively develops programs: Maintains co-ordinated effort among program activities.

Clergy	3	4	5
			3.9
Laity	3	4	5
			4.0
Combined	3	4	5
			4.0

37. Makes decisions effectively: Reaches decisions rationally and thoughtfully after consultation with others.

Clergy	3	4	5
			4.5
Laity	3	4	5
			4.6
Combined	3	4	5
			4.6

38. Successfully develops financial support.

Clergy	3	4	5
			3.8
Laity	3	4	5
			4.0
Combined	3	4	5
			4.0

39. Skilfully manages finances:

Clergy	3	4	5
			3.7
Combined	3	4	5
			3.9

40. Has Shown record of successfully discharging increased responsibilities.

Clergy	3	4	5
			4.2
Laity	3	4	5
			4.2
Combined	3	4	5
			4.2

The four characteristics of highest priority were:

LAITY		CLERGY	
(1) Makes Decisions Effectively	(52%)	(1) Makes Decisions Effectively	(70%)
(2) Builds Strong Teamwork	(59%)	(2) Deals with Conflict well	(62%)
(3) Deals with Conflict Well	(52%)	(3) Builds Strong Teamwork	(61%)
(4) Broad Participation	(29%)	(4) Broad Participation	(50%)
(4) Discharges Responsibilities	(29%)		
(4) Effective Administrator	(29%)		

General Church Participation

41. Has participated actively in Diocesan life.

Clergy	3	4	5
			3.9
Laity	3	4	5
			4.0
Combined	3	4	5
			4.0

42. Has been active in Provincial affairs.

Clergy	3	4	5
			2.7
Laity	3	4	5
			3.3

43. Has served as deputy to General Convention.

Clergy	3	4	5
			3.0
Laity	3	4	5
			3.0
Combined	3	4	5
			3.0

44. Has served as a member of National Church committees and commissions.

Clergy	3	4	5
			2.7
Laity	3	4	5
			3.1
Combined	3	4	5
			3.1

45. Is known throughout the Church for his contributions.

Clergy	3	4	5
			2.6
Laity	3	4	5
			3.2
Combined	3	4	5
			3.2

General Personal

46. Is one who secures times for himself and his family for recreation and personal growth.

Clergy	3	4	5
			4.3
Laity	3	4	5
			4.0
Combined	3	4	5
			4.0

47. Able to seek and accept help for personal and professional needs and concerns.

Clergy	3	4	5
			4.5
Laity	3	4	5
			4.2
Combined	3	4	5
			4.2

48. Communicates a deep commitment to the Lord.

Clergy	3	4	5
			4.7
Laity	3	4	5
			4.6
Combined	3	4	5
			4.6

## ATTITUDES ON ISSUES IN THE CHURCH

49. The Bishop's attitude toward ordination of women should be:

	Strongly Opposed	Opposes	Struggling with the Issue	Supports	Strongly Supports
✓ Clergy	1	2	3	4	5
			3.2		
✓ Laity	1	2	3	4	5
			3.2		
Combined	1	2	3	4	5
			3.2		

51. The Bishop's attitude toward the Charismatic Movement should be:

Clergy	1	2	3	4	5
					3.5
Laity	1	2	3	4	5
					3.3
Combined	1	2	3	4	5
					3.3

52. The Bishop's attitude toward the ministry of non-stipendiary clergy should be:

Clergy	1	2	3	4	5
					3.8
Laity	1	2	3	4	5
					3.5
Combined	1	2	3	4	5
					3.5

53. The Bishop's attitude toward Homosexuality as an acceptable life style should be:

Clergy	1	2	3	4	5
					2.8
Laity	1	2	3	4	5
					2.6
Combined	1	2	3	4	5
					2.6

54. The Bishop's attitude toward public and community affairs - personal participation should be:

Clergy	1	2	3	4	5
					3.8
Laity	1	2	3	4	5
					3.7
Combined	1	2	3	4	5
					3.7

55. The Bishop's attitude toward public and community affairs - Clergy participation should be:

Clergy	1	2	3	4	5
					3.8
Laity	1	2	3	4	5
					3.7
Combined	1	2	3	4	5
					3.7

56. The Bishop's attitude toward his authority in the Diocese should be:

	Tends to Democratic	Democratic	Balanced	Tends to Autocratic	Autocratic
Clergy	1	2	3	4	5
					2.6
Laity	1	2	3	4	5
					2.8
Combined	1	2	3	4	5
					2.8

Experience in the priesthood: (number of choices)

57A. Parish ministry: Some, 1612; urban, 960; suburban, 803; rural, 657.  
 57B. Specialized: 149  
 57C. Seminary: Professor, 185; dean, 142.  
 57D. Administrative: Some, 1,572; parish, 1,020; Diocese, 945; national church, 302.

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**SURVEY RESULTS - HANDWRITTEN**

STATISTICS TAKEN FROM A SAMPLING OF 460 RESPONSES  
 ALL RESPONSES RECEIVING TEN OR MORE VOTES ARE RANK ORDERED

ADDITIONAL CONCERNS ABOUT THE CHURCH

CONCERN	NUMBER OF PERSONS RESPONDING
1. CHURCH SHOULD BE MORE SPIRITUAL, EVANGELICAL, PEOPLE ORIENTED.	45
2. MORE EMPHASIS SHOULD BE PLACED ON YOUTH AND YOUTH PROGRAMS.	45
3. GREATER DEVELOPMENT IN THE AREA OF CHRISTIAN EDUCATION	21
4. GREATER CONCERN FOR THE NEEDS OF THE ELDERLY AND THE INACTIVE	20
5. THE CHURCH SHOULD BE MORE ECUMENICAL	19
6. THE CHURCH SHOULD BE MORE SUPPORTIVE OF EPISCOPAL SCHOOLS.	16
7. THERE SHOULD BE MORE LAY INVOLVEMENT IN PLANNING AT THE DIOCESAN LEVEL	15
8. CHURCH SHOULD BE SUPPORTIVE NOT ONLY OF ORDINATION OF WOMEN BUT ALSO OF THE WOMEN'S MOVEMENT	15
9. THE CHURCH SHOULD HAVE A MORE TRADITIONAL ORIENTATION.	14
10. CHURCH SHOULD BE INVOLVED IN SOCIAL ACTION CONCERNS	13

FOR-8 AGAINST-5