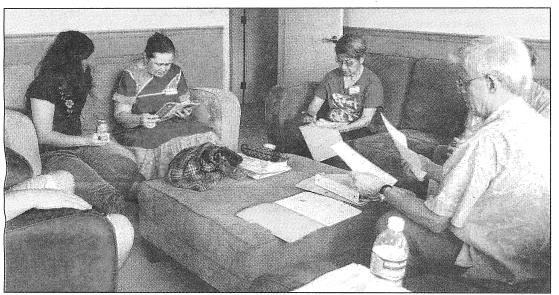
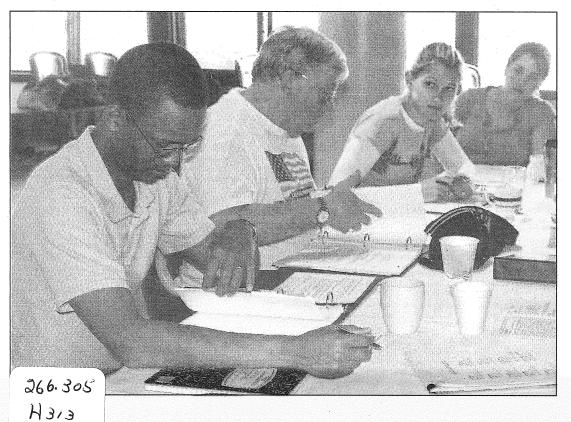
THE NEWSPAPER OF THE EPISCOPAL DIOCESE OF HAWAI'I

Reflecting on church ministry



PHOTOS BY THE REV. CANON LIZ BEASLEY

AThe leadership of a number of churches in the Diocese held retreats in February. Above: Some of the Vestry of St. Mary's, Honolulu, gather for a quick meeting at the conclusion of a retreat held jointly with Epiphany Church, Honolulu, at the MacCray Center in Manoa on February 9. Visible in the photo are, L to R: Rianna Taniguchi, Larke Golaski (Senior Warden), Ruth Yoshioka, and the Rev. Dale Hathaway, Rector. Below: The Bishop's Committee of St. Stephen's, Wahiawa, look over some of the material given them in the notebooks put together for their service during a retreat at Camp Mokule'ia on February 2. L to R: Ray Mottley, Harris Bonnell (Junior Warden), Lindley Hallett (Clerk), and Zandrea Chang.



A process of mutual evaluation

By the Rev. Liz Beasley

CANON FOR COMMUNICATION AND MINISTRY DEVELOPMENT

What is our congregation's vision?

How are we serving and following Christ?

Do we have a strategic plan?

These are some of the standard questions that a congregation might ask itself as it reflects on its ministry and prepares for a new year.

Each year, the congregations of the Diocese of Hawai'i hold their annual meeting during the month of January (as required by diocesan canon). And then, in February and March, many hold Vestry or Bishop's Committee retreats, at which the Vestry/Bishop's Committee gathers for an extended period of time — say a day, sometimes longer — to reflect on its ministry, to cohere as a group (since some of the members will have just been elected in January), and to prepare for the year to come.

But questions of identity and mission in Christ are being increasingly encouraged as central to a congregation's ongoing life, and especially for the work of the congregation's vestry, bishop's committee, clergy, and other leaders.

Several initiatives within the Diocese focus on and encourage such questions.

For the past four years, the Diocese has held a workshop on how to develop a congregational strategic plan. This effort has grown out of the diocesan Strategic Plan, the goals of which were passed by the diocesan Convention at its annual meeting in October 2004. Each congregation was encouraged to develop a strategic plan in line with the

goals outlined in the diocesan plan: Conversion, Transformation, and Evangelism, as well as reducing administrative structure and costs.

Mission congregations have been required to develop a plan, as have diocesan commissions — in short, any group that expects to receive funding from the diocesan budget. Parishes have been encouraged to develop a strategic plan. Before submitting a budget request, mission congregations are asked to submit an evaluation of the previous year and an updated strategic plan. (See budget timeline on Page C.)

A recent development builds on and complements this effort toward strategic planning. It is called a Mutual Ministry Reflection (or MMR).

The effort grew out of congregations asking the Office of the Bishop for some kind of means of reviewing their ministry. In short, they were seeking to answer the question: How are we doing? Truthfully, some were seeking a review of their clergy — say, a performance evaluation. While he was Canon to the Ordinary, now-Bishop Bob Fitzpatrick was often around the Diocese, conducting ministry reviews in the congregations.

The name of the process has been changed from "review" to "reflection" in order to emphasize that the work and ministry of a congregation is a joint enterprise by clergy, vestry/bishop's committee, and congregation, working together. Churches do not conduct "performance evaluations" in the same way that corporations do. The "success" of a congregation — its vitality and faithfulness — is not dependent upon the clergy alone, but upon all those involved taking part as disci-

Continued on Page C



Hawaiian Church Chronicle

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www.episcopalhawaii.org

April issue deadline: February 29 May issue deadline March 28

By what name does God know you?

Aloha i Akua,

In the earlier editions of *The Book of Common Prayer*, the "Minister" told the Godparents to "Name this Child" just before the baptism. It is a practice I have continued with infants because the wise priest who officiated at my own baptism in college (using the current Prayer Book) told me that as a priest gets a little older one might forget the baby's name just walking to the font. He suggested, "Be sure to get the name right, so ask one more time."

Being called by name is an important part of who we are as God's people. Now I never say a person's name when I administer them the Blessed Sacrament at Holy Communion. I even refrain from making eye contact when I celebrate the Eucharist. As the Celebrant at the Eucharist, it is never about me or any other person as an individual in the congregation. We are there together as the Body of Christ, celebrating the Great Thanksgiving: Though many, we are one. By Baptism and in the Holy Eucharist, we have died to ourselves, we belong to another, we are one with the living God.

At Baptism, it is quite different. "I" am taking on the promises of Baptism - voluntarily being grafted onto the Body of Christ, voluntarily accepting adoption into God's 'ohana. I am promising to take the Baptismal Covenant as the very basic rule of my entire life. For infants, the parents and the godparents (sponsors) are promising to pattern their lives on the Baptismal Covenant so that the child will be raised in such a way that they make life in Christ the norm for their being. All of us who are present promise to uphold the newly baptized in their new life in Christ. We promise to uphold particular individuals by name. The promises are made by name and we collectively are responsible for the newly baptized

When I was a little boy, my family called me "Robbie." But in the seventh grade, riding on the bus for my first day of school at Roosevelt Junior High, I decided that I was going to be "Bob" at my new school. My sisters — both now in their sixties — still insist on calling me "Robbie," but they are now about the only ones who do. To most of my family and friends I have been "Bob" for a



The Right Rev. Robert L. Fitzpatrick

BISHOP OF HAWAI'I

very long time. Since God has made me a personal friend at baptism, I suspect that this is the name by which I am known in heaven. When I was baptized, married, and then ordained (all three times), I was called by the more formal "Robert," but in my heart I am "Bob." God understands.

A few months ago I was given a new name. No, not "Bishop" — that is a title, though some of the kindergartners at St. Andrew's Priory School for Girls have taken to calling me "Bishop Bobby." Paulie Keakealani Jennings and her family generously bestowed on me the name "Keali'ikoaokeakua" ("Royal Warrior of God"). The name "Ali'ikoa" had been granted to the family of her paternal grandfather by King Kalakaua. Following consultation with family members and on the direct advice of Master Kuma Hula, Kupuna Nona Kapuailohiamanonokalani Beamer, the name was expanded because of my ministry as bishop, and I pledged never to give it to anyone else. With Bea and James, I joined Paulie and Heartwell (Paulie's cousin) and Leimalama Lee Loy in the wahi kapu 'o Naleleonalani, the side chapel dedicated to the Royal Couple, King Kamehameha IV and Queen Emma, in the Cathedral. Raymond Kaimi Ganotise, a member of Epiphany Church and of the Standing Committee, chanted the oli which bestowed the named within the context of the family genealogy. There was even an official photographer (Karen Sender). In a profound way, I was honored to receive a name that connected me with a family, a place, and a time. I am deeply grateful to Paulie and her family for the gift. A name changes the bearer and how he (or she) views the world.

As we prepare for the Great Vigil of Easter and the potent reminder of our Baptism through the Death and Resurrection of Christ Jesus, I am reminded that we each have a name known by a loving God. We are

BISHOP'S VISITATIONS

Bishop Robert Fitzpatrick visits all congregations in the Diocese each year, every other year on a Sunday and in the alternate years on a weekday evening during the same week.

March

Week of March 9	St. Mark's, Honolulu
March 22-23	At Cathedral for Easter
Weekend of March 29	Regional ConfirmationBig Island
	April

<u>April</u>			
Weekend of April 5	Regional Confirmation Windward Oʻahu		
Weekend of April 12	Regional Confirmation Kauaʻi		
Weekend of April 19	Regional ConfirmationCentral Oʻahu		
Weekend of April 26	Regional Confirmation West Oʻahu		
	May		
Weekend of May 3	Regional ConfirmationMaui		
Weekend of May 10	Regional Confirmation East Oʻahu		
May 18	Holy Cross, Kahuku		
Week of May 18	St. Stephen's, Wahiawa		

each precious, unique interspersed patches in the great quilt of the Body of Christ. The individual pieces of cloth change in color and even texture with time, but each is bound together like a great kapa over the shoulders of a generous God. As you celebrate Easter this year, ask yourself: "By what name does God know me?" I pray that you can smile at the thought that God knows your name — knows your very heart. Rejoice in a name that falls from the lips of God in blessing — in your own name. Hear the great host of heaven crying, "Name this Child!" and call out your own name. You are, after all, the beloved of God!

Easter blessings!

Aloha i Iesu Kristo ko makou Haku,

+ Keali'ikoaokeakua

XXX

Continuing Education takes new approach

The Continuing Education Commission of the Diocese has been considering a new approach to continuing education requirements, after conversations with Bishop Bob Fitzpatrick.

For the past eight years, the Commission has required 24 "contact hours" per year for all clergy and lay professionals (this includes paid church musicians, directors of Christian formation, and youth ministers). Those 24 hours have been required to fall into three main categories, with at least 6 hours in each: Theory and Practice of Ministry, Professional Skills and Development, and Personal Growth.

At its December meeting, the Commission met with Bishop Bob Fitzpatrick to discuss his vision of continuing education

and his experience with a long-term educational program. Currently, he said, clergy work to fill "pukas," meaning they try to get the requisite number of hours in each category, often with no real plan or purpose in mind.

Instead, he said, clergy and lay professionals should be encouraged to develop a plan that takes into account the needs and the strategic plan of their congregations, or other ministry site, if they are not in a congregation. Fitzpatrick said that his experience in a Doctor of Ministry program while serving as parochial clergy was very rewarding and beneficial to his ministry in the congregation he was serving.

These conversations have prompted the Commission to consider having three possible scenarios for continuing education: (1) the current system of 24 hours in three areas; (2) a long-term program of professional development, such as a D.Min. or an STM (Master of Sacred Theology) degree; (3) a plan for continuing education that grows out of the congregation's strategic plan. Clergy and lay professionals could follow any of these three scenarios.

The Commission is currently revising its policy, guidelines, and report form. These will be disseminated and posted on the diocesan Web site when completed.

The Canons of the Episcopal Church require that all clergy undertake continuing education, but the form and extent of such education is not specified.

Ministry

CONTINUED FROM FRONT PAGE

ples of Christ in the ministry of that congregation — that small part of the Body of

The purpose of conducting an MMR is "to provide a review of the entire ministry of the congregation in order to provide an opportunity for the clergy, the vestry or bishop's committee, and the church community to assess how effectively they are fulfilling their responsibilities to each other and their ministries. This process provides an opportunity to celebrate the ministry of the congregation and its clergy, as well as identify areas for growth and development" (adapted from Living into Our Ministries, a guide to conducting

Diocesan Council has recognized that strategic planning and mutual ministry reflections go together. In order for a congre-

gation to reflect on how effectively they are fulfilling their ministries, to identify successes and growth areas, it helps to have something on which to reflect: some scenario for what the congregation hopes to accomplish, in response to God's call, as set forth in a strategic plan.

In addition, the continuing education of a congregation's clergy ideally grows out of the congregation's strategic plan and the MMR. (See article on new initiatives by the Continuing Education Commission on Page B.)

In November, a group of people were trained in conducting Mutual Ministry Reflections. Members of the Transformation and Evangelism Department of Diocesan Council will also be trained in upcoming months.

The purpose in training a sizable cadre of people is so that congregations can easily hold an MMR each year or every two years.

To schedule an MMR for your congregation, contact the Rev. Canon Liz Beasley at (808) 536-7776, ext. 326, or at lbeasley@epis copalhawaii.org.

2008 deadlines for diocesan budget requests for 2009-2011

March: Congregations and Commissions seeking funding from the Diocesan Budgets in 2009, 2010 and 2011 must prepare an evaluation report of 2007 and prepare or update a Strategic Plan.

April 16: Deadline for the 2007 evaluation report and the updated Strategic Plan from Congregations and Commissions to be submitted to the Office of Bishop.

April 16: Resource grant request mailed to Congregations and Commissions seeking funding who have submitted their Strategic Plan.

May 13: Deadline for Resource grant request to be submitted to the Office of the Bishop for distribution to Diocesan Council.

June 21: Departments submit block requests to Diocesan Council for

preparation of draft budget.

July 19: Diocesan Council begins preparation of draft budgets for 2009 to 2011.

August 9: Diocesan Council prepares reviews and finalizes budgets for 2009 to 2011.

August 14: Draft budgets posted on the diocesan Web site for Convention delegates, alternates, and clergy.

Week of August 24: Preconvention meetings held for Convention delegates, alternates, clergy, and other church leaders to review draft budgets.

September 20: Council prepares budgets for presentation to the Annual Meeting of the Convention.

September 25: Budgets posted on the diocesan Web site for Convention delegates, alternates, and clergy.

A look at some statistics from the Diocese of Hawai'i

Diocesan Treasurer Peter Pereira compiles statistics from the parochial reports. Printed here are charts showing average Sunday attendance (ASA) and the average weekly pledge for each congregation. The ASA is considered a better indicator of the size of a church than the number of baptized members. For more comparative charts, go to: www.episcopalhawaii.org/ViewArticle.php?key=826.

Average weekly attenda	nce			The second secon	
By parish/mission, from parochial reports, ranked by 2006 stats, the latest year available.					
YEAR	2002	2003	2004	2005	2006
St. Paul's, Oʻahu	269	228	223	228	242
St. Andrew's Cathedral, Oʻahu	289	271	267	261	235
St. Clement's, Oʻahu	167	177	162	174	168
Good Shepherd, Maui	156	163	167	167	158
St. Christopher's, Oʻahu	168	160	146	160	145
Holy Nativity, Oʻahu	. 180	175	178	134	139
Calvary, Oʻahu	200	185	155	140	138
St. Michael & All Angels, Kaua'i	180	160	110	120	131
St. Peter's, Oʻahu	107	91	94	116	129
Epiphany, Oʻahu	95	140	151	130	128
St. Timothy's, O'ahu	158	135	125	112	128
St. John's, Maui	174	155	123	129	125
St. Elizabeth's, O'ahu	81	60	75	105	113
All Saints, Kaua'i	111	112	115	115	111
Holy Apostles, Big Island	125	77	87	105	105
Christ Church, Big Island	78	86	78	88	90
Trinity by-the-Sea, Maui	103	116	90	85	90
St. Nicholas, Oʻahu	55	85	90	86	86
Grace, Molokaʻi	100	103	92	87	82
St. Mark's, Oʻahu	119	134	83	73	81
St. James, Big Island	70	74	76	93	79
Emmanuel, Oʻahu	78	71	69	77	75
Holy Innocents, Maui	62	78	64	58	74
Episcopal Church on West Kauai	73	55	61	66	63
St. Mary's, Oʻahu	70	70	70	68	62
Good Samaritan, Oʻahu	42	34	28	45	56
St. John's By-the-Sea, O'ahu	63	62	66	61	52
St. George's, O'ahu	70	62	56	46	45
St. Augustine, Big Island	45	43	31	31	41
Christ Memorial, Kauaʻi	67	62	67	58	31
Resurrection, Big Island	20	19	31	30	27
St. Luke's, Oʻahu	26	30	32	26	26
St. Matthew's, O'ahu	25	27	27	29	24
St. Philip's, Oʻahu	23	22	22	24	22
St. Stephen's, Oʻahu	51	47	44	36	22
St. Columba's, Big Island	17	10	16	18	21
St. Jude's, Big Island	19	18	19	24	21
Holy Cross, Oʻahu	19	21	16	12	12
St. Thomas, Kauaʻi	14	10	12	12	12
Totals	3,769	3,628	3,418	3,429	3,389

Average weekly pledge

By parish/mission, from the parochial reports for 2006, ranked by average weekly pledge, in whole dollars.

	No. of pledge cards	Total dollars pledged	Avg. \$ annual pledge	Avg. \$ weekly pledge
Holy Apostles, Big Island	53	183,297	3,458	67
Calvary, O'ahu	88	278,441	3,164	61
St. Michael and All Angels, Kaua'i	75	219,524	2,927	56
St. George's, O'ahu	11	31,460	2,860	55
St. Luke's, Oʻahu	7	19,806	2,829	54
St. Christopher's, O'ahu	97	250,251	2,580	50
St. Nicholas, Oʻahu	30	71,000	2,367	46
St. Mary's, O'ahu	31	72,096	2,326	45
Emmanuel, Oʻahu	44	100,988	2,295	44
St. Clement's, Oʻahu	115	261,113	2,271	44
Trinity By-the-Sea, Maui	49	106,500	2,173	42
St. Stephen's, Oʻahu	13	28,000	2,154	41
Holy Nativity, Oʻahu	80	171,620	2,145	41
St. Mark's, Oʻahu	60	123,360	2,056	40
Christ Church, Big Island	53	97,170	1,833	35
St. James, Big Island	66	116,246	1,761	34
St. John By-the-Sea, Oʻahu	40	67,627	1,691	33
St. Peters, Oʻahu	38	61,518	1,619	31
St. John's, Maui	94 .	145,967	1,553	30
Episcopal Church on West Kauai	33	46,410	1,406	27
Epiphany, Oʻahu	95	133,284	1,403	27
St. Andrew's Cathedral, O'ahu	189	251,180	1,329	26
St. Jude's, Big Island	. 14	17,885	1,278	25
Christ Memorial, Kauaʻi	11	13,560	1,233	24
All Saints, Kauaʻi	36	43,696	1,214	23
St Augustine, Big Island	49	56,990	1,163	22
Good Samaritan, Oʻahu	39	44,799	1,149	22
Holy Innocents, Maui	39	41,134	1,055	20
Holy Cross, Oʻahu	6	6,210	1,035	20
Resurrection, Big Island	7	6,412	916	18
St. Timothy's, O'ahu	119	108,511	912	18
St. Elizabeth's, Oʻahu	74	60,127	813	16
Good Shepherd, Maui	137	100,699	735	14
Grace, Moloka'i	88	59,612	677	13
St. Matthew's, O'ahu	30	14,329	478	9
St. Thomas, Kauaʻi	10	4,400	440	8
St. Columba's, Big Island	10	4,145	415	8
St. Philip's, Oʻahu	12	3,919	327	6
St. Paul's, Oʻahu	153	47,978	314	6
Totals	2195	3,471,264	1,581	30

COMING SOON

www.episcopalhawaii.org/calendar/calendar.php

MARCH

March	Deadline for 2007 evaluations and strategic plans for those seeking funding
Mar 6-8	EfM Mentor Training, Camp Mokule'ia
Mar. 9	United Thank Offering In-Gathering
Mar 13	Resource Development Dept., 11:30 am
	Commission on Ministry, 2 pm
Mar 15	Chrism Mass, St. Andrew's
-	Standing Committee meeting, 10:30 am
	ECW mini-retreat, St. Anthony's Retreat Center
Mar 16	Palm/Passion Sunday

Mar 20 Maundy Thursday

Mar 21 Good Friday
Mar 23 Easter Sunday

Mar 26

Mar 28

Apr 3

May 1

Office of the Bishop closed
Deadline for May issue of
Hawaiian Church Chronicle

Kuhio Day Holiday;

APRIL

Resource Development Dept.,

	11:30 am
Apr 10	Commission on Ministry, 2 pm
Apr 12	ECW monthly meeting, St. Matthew's, 9:30 am – 1 pm
Apr 16	Resource Grant Request mailed to those who have submitted strategic plans
Apr 19	Council Dept. meetings, 9 am Standing Committee, 9 am Diocesan Council, 12:30 pm
Apr 25	Deadline for June issue of Hawaiian Church Chronicle
Apr 30	Priory Senior Class Reception,

MAY

4 pm

	Founders' Day service, Priory School
May 8	Commission on Ministry, 2 pm
May 10	ECW monthly meeting, St. Clement's, 9:30 am – 1 pm
May 11	Pentecost Sunday
May 13	Deadline for Resource Grant Request

Ascension Day

May 15 Resource Development Dept., 11:30 am

May 17 Council Dept. meetings, 9 am
Standing Committee, 9 am
Diocesan Council, 12:30 pm

May 26 Memorial Day holiday;

May 30 Office of the Bishop closed

May 30 Deadline for July/August issue of Hawaiian Church Chronicle

For a full schedule of events, activities and meetings around the Diocese, check out the Calendar of Events on episcopalhawaii.org. Updated regularly, event submissions welcomed.

DIOCESE.COM NEWS FROM AROUND THE DIOCESE

Tiare Ono to retire

Tiare Ono, Canon Administrator in the Office of the Bishop, will be retiring as of March 31 in order to spend more time with her family. Ono, who is the daughter of the first bishop of the Diocese of Hawai'i after it became an independent (instead of a missionary) diocese, the Rt. Rev. Lani Hanchett, served as Executive Assistant to Bishop Richard Chang throughout his tenure as diocesan Bishop. For the past year, as Canon Administrator, she has arranged the meeting of the diocesan Convention, served as property manager, and kept the Office of the Bishop running smoothly.

Mahalo nui loa, Tiare, for the tremendous service you have given to this Diocese!

No Mission Fund this year

This year, the Diocese of Hawai'i will not be making a collection during the Easter season for the Mission Fund, as it has in previous years. Instead, churches and their members are encouraged to make a donation directly to Episcopal Relief and Development, the United Thank Offering, or to the Good Friday Offering, which goes to the Episcopal Church in Jerusalem and the Middle East.

2008 Chrism Mass on Saturday

The annual Chrism Mass, with blessing of oils for the year and renewal of ordination vows for clergy, will this year be held on the Saturday before Palm Sunday, March 15. The Eucharist service, to which all are invited, will be at 9:00 a.m. at St. Andrew's Cathedral. Bishop Bob Fitzpatrick will be the preacher for the service.

A light and early lunch of soup and bread will follow the service, at approximately 10:30. All those who would like to attend the lunch should RSVP to bishopsoffice@episcopal-hawaii.org.

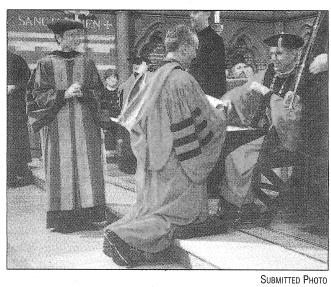
Chun announces retirement

The Rev. Frank Chun, Rector of Epiphany Church, Honolulu (Kaimuki), in February announced that he plans to retire from the active priesthood in August. Chun, who has been ordained for almost 40 years, is the senior active priest in the Diocese of Hawai'i. Born and raised in Hawai'i, he received his theological training at Church Divinity School of the Pacific in Berkeley, California. He has served his entire career in Hawai'i, in both parochial and school chaplaincy positions, at St. Peter's, Honolulu; St. John's, 'Ele'ele, and St. Paul's, Kekaha, Kaua'i; the Priory School; St. Andrew's Cathedral; and 'Iolani School. He has been Rector of Epiphany since 2003.

Bishop receives honorary degree

On October 18, 2007, Bishop Robert Fitzpatrick received an honorary doctoral degree from General Theological Seminary in New York City, from which he graduated in

During the conferral of the degree, the citation that was read said in part:



The Very Rev. Ward B. Ewing, Dean and President of General Theological Seminary (seated), congratulates Bishop Robert Fitzpatrick as he receives his honorary doctorate.

"The Strategic Plan for the Diocese affirms that all Episcopalians in Hawai'i shall work together to create a Church filled with visible and spirit-driven Christians — Christians who are eager to share our Episcopal tradition and faith, and traditional Hawaiian spiritual values, with those who have not yet found a spiritual anchor in their lives.

"For your commitment to the goal of transforming the Episcopal Church in Hawai'i and Congregations to Vital and Vibrant Faith Communities, your personal witness, your living out of the witness of Jesus' gospel message, the Trustees of the General Theological Seminary are honored and pleased to confer upon you, Bishop Robert LeRoy Fitzpatrick, the degree of Doctor of Divinity, honoris causa."

Good Friday Offering materials

Each year since 1922, special offerings collected during Holy Week from across the Episcopal Church have been sent in aid of the church in the Middle East; this collection has been known as the Good Friday Offering. It is a way to show our indebtedness to the church in the Holy Land.

The province of the Episcopal Church in Jerusalem and the Middle East covers an enormous area and yet is one of the smaller provinces in the Anglican Communion in membership. The entire region is fertile ground for numerous ministries, which are being conducted in very difficult circumstances each day. In addition to assisting Anglican parishes and missions, support received through the Good Friday Offering translates into operating hospitals, schools, orphanages, and many other programs, for the benefit of all people in the province.

Go to:

For more information, as well as resources to download, go to: www.episcopalchurch.org/agr/friday/



Remodeling finished

St. Augustine Episcopal Church, Kohala Episcopal Mission, the Big Island, completed the remodeling of the Vicar's cottage and new vicarage bedroom and bath addition in time for Christmas. Integrated with the older redwood cottage on the property back lot, the vicarage now offers a three-bedroom, two-bath home for clergy, spouse, and family. Proceeds from the church's Thrift Store helped pay for the remodeling and addition. The Rev. Tom Buechele, Vicar, and his wife, Jean, are thrilled with the addition. "The parishioners of St. Augustine have wanted to expand the Vicarage for a long time. We are honored to be the first Vicar and spouse to occupy the completed residence.'

SUBMITTED PHOTO