

All Saints' Annual Meeting

Sunday, January 31, 2016



Thrive!

Ka Ohana 'o Ke Aikua

ANNUAL MEETING 2016

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. Then when you call upon me and come and pray to me, I will hear you. When you search for me, you will find me; if you seek me with all your heart.

~ Jeremiah 29:11-13

MEETING AGENDA

I.	Call to Order and Opening Prayer	Ryan Newman
II.	Clerk of the Annual Meeting Appointment Judge of Elections Appointment	
III.	Approval of 2015 Annual Meeting Minutes	Pages 2-4
IV.	Senior Warden Report	David Murray
V.	Junior Warden Report	Linda Crocker
VII.	Voting for Vestry Members and Convention Delegates	Pages 5-12
VIII.	Rector's Report	Ryan Newman Pages 13-26
	a. Stewardship & Financial Report b. Attendance Numbers c. Children's and Youth Ministries d. Organ and Sanctuary Project e. 'Ohana Retreat (Labor Day Weekend)	
IX.	Election Results	
X.	Commissioning of Vestry Members	Back of booklet
XII.	Closing Prayer and Blessing	Ryan Newman

2016 ALL SAINTS' ANNUAL MEETING

Annual Meeting Minutes

All Saints' Episcopal Church and Preschool
January 25, 2015

Jean Nakamura, Clerk of the Annual Meeting

The meeting was called to order at 7:57AM in the church by The Reverend Ryan D. Newman. He opened the meeting with prayer.

Jean Nakamoto was appointed Clerk.

Erin Newman and The Reverend Mary Tudela were appointed Judge of the elections by Rev. Ryan.

2014 Annual Meeting Minutes were approved.

YOUTH MINISTRIES REPORT

The report was given by Grace Yatsko. 2014 was an incredible year with their 2014 summer trip to EYE in Philadelphia, Urban missions, and Amish Village.

JUNIOR WARDEN REPORT

The report was given by Bill Caldwell. Theme for 2015 is "Beautifully grow." This year to include game night, education, and what gift can we share, community outreach and earth recycling projects.

SENIOR WARDEN REPORT

No report given. The Senior Warden position is currently vacant.

2016 ALL SAINTS' ANNUAL MEETING

ELECTIONS FOR VESTRY AND CONVENTION DELEGATES

Bill Caldwell was presented as the nominee for Jr. Warden and Daileen Barton was presented as the nominee for youth representative to Vestry. Two new Vestry members will be elected and the nominees were present. No additional nominees were added. We will elect for Convention Delegates, as well as two alternates. Ballots were distributed.

RECTOR'S REPORT

Financial Report: 72 pledges of that 10 new pledges. Diocese assessment increase due to growth in the Church. Challenges doing accurate budget with outstanding pledges. Rental income down. "iLead" charter school is a potential tenant for a five-year gym lease. iLead is pending approval from the DOE. Expenses to increase with expanding music program, transferring youth direct out of Sloggett funding and \$10,000 for outreach programs.

Stewardship: BEAUTIFULLY GROW!

- Outreach: Laundry Love is our foremost ministry for 2015.
- Lay leadership: For the Church to be successful we cannot be "rector centric". The goal has to be a shared leadership model that supports such opportunities as ministry council, quarterly visioning seminars and broader lay leadership.
- 'Ohana: We will grow by making connections starting with new families. Growing the Church is an opportunity for the whole 'Ohana—small group can't do it alone.
- The Kingdom of God: Sharing God's Gospel and Love

2016 ALL SAINTS' ANNUAL MEETING

ELECTION RESULTS

Junior Warden: Bill Caldwell was elected Jr. Warden.

Vestry: Maricel Baldovino, Galen Nakamura, and Daileen Barton were elected to the Vestry.

Convention: David Crocker, Jan Hashizume, David Murray and Jean Nakamoto were elected to serve as Diocese convention delegates. Mary Margaret Smith was named as first-alternate and Mary Schulz was named as second-alternate to Diocese Convention.

COMMISSIONING OF VESTRY MEMBERS

Rev. Ryan commissioned the Vestry with the help of the Annual Meeting attendees.

2014 IN REVIEW

Due to technical difficulties, viewing to be available at a later date.

CLOSING PRAYER AND BLESSING

Rev. Ryan led the closing prayer and blessing.

The meeting was adjourned at 9:15AM.

NOMINATIONS

JUNIOR WARDEN

(One person, 1-year term)

LINDA CROCKER

VESTRY

(Two people, 3-year term)

JOE ADORNO

(Nominated by Bob Terao)

YOUTH REPRESENTATIVE TO VESTRY

(One person, 1-year term)

DAILEEN BARTON

2016 DIOCESE OF HAWAII CONVENTION DELEGATES

(Four people and up to four alternates)

DAVID CROCKER

JEAN NAKAMOTO

MARY SCHULZ

MARY MARGARET SMITH



LINDA CROCKER

JUNIOR WARDEN CANDIDATE

Why do you feel called to serve on the Vestry of All Saints'?

Since being asked to serve as Junior Warden when Bill Caldwell needed surgery, I have been happy to assist. I am now running for the position so that I can continue some of the projects begun during the last six months. Work on the Mutual Ministry Review will begin soon. The transition to a new Youth Director is underway. If chosen, I will continue those projects as well as my involvement in Daughters of the King prayer group.

Please describe your participation at All Saints' or in the community, indicating leadership experience that you think would be helpful for the Vestry.

I am currently on Vestry. Daughters of the King prayer group began here at All Saints' last year and I assisted with the study preparation for women interested in that group. In my work life, I am the Palliative Care Coordinator and a Family Care Coordinator at Kauai Hospice. I am honored to support families at the end of life.

What is your vision for All Saints' in the next three years?

I hope to assist with more family centered activities. I support the idea of a family retreat. I would like to see more outreach in the community. The Daughters of the King is a group I would love to see grow in numbers and to develop new leaders.

Has nominee ever been a member of a Vestry?

(All Saints' or another Church)

☒ Yes ☐ No



JOE ADORNO

VESTRY CANDIDATE

Why do you feel called to serve on the Vestry of All Saints'?

After all the loving support Kent and I received during his illness and beyond his passing, I feel called to contribute whatever talents I possess to my All Saints' 'Ohana and the community.

Please describe your participation at All Saints' or in the community, indicating leadership experience that you think would be helpful for the Vestry.

I am a regular Eucharist Minister at our services. I volunteer regularly with Laundry Love and I am a third grade teacher at Kapa'a Elementary School. I have experience in planning, scheduling, and budgeting.

What is your vision for All Saints' in the next three years?

I would like us to continue and expand our community outreach. All Saints' has a community reputation as a church of action. We just don't just talk the talk; we walk the walk.

I see All Saints' as a spiritual community committed to translating our faith into action to help those in need. I would love to see a "Loaves and Fishes" outreach started, as well as job placement services.

Has nominee ever been a member of a Vestry?

(All Saints' or another Church)

☐ Yes ☒ No



DAILEEN BARTON

YOUTH REPRESENTATIVE CANDIDATE TO VESTRY

Why do you feel called to serve on the Vestry of All Saints'?

I feel called to serve on vestry of All Saints' because it can continue being a great learning experience and I get to learn more about the Church and I feel that if I learn more about the Church I become closer to God.

Please describe your participation at All Saints' or in the community, indicating leadership experience that you think would be helpful for the Vestry.

At All Saints, I served on Vestry this past year as the Youth Representative. I also participate by being in the youth group and serving as an acolyte. At Kapaa Middle School, I was the student council 7th grade president. I also have many experience being part of a council because that is what the vestry is, it's just like student council at my school. I have been part of student council in 4th grade, 5th grade, and in 7th grade. Also, whenever there is an opportunity to represent All Saints' or schools, etc. I love to be that person that people can count on to represent. Also when there are activities that involve things I love doing such as Relay for Life or Saturday markets I love to be involved.

DAILEEN BARTON CONTINUED

What is your vision for All Saints' in the next three years?

In 3 years, I vision All Saints' like it is now except the All Saints 'Ohana will be much more expanded. Also in 3 years, I see All Saints as something much more then a church to everyone, instead it would be one big 'Ohana.

Has nominee ever been a member of a Vestry?

(All Saints' or another Church)

☒ Yes ☐ No

APPOINTMENTS BY THE RECTOR

SENIOR WARDEN

DAVID MURRAY



DEVELOPMENT AND STEWARDSHIP MINISTER

BILL CALDWELL





DAVID CROCKER

CONVENTION DELEGATE CANDIDATE

Why do you feel called to represent All Saints' at Convention?

I attended last year and really enjoyed the experience. I would feel honored to represent All Saints' again.

Has nominee ever attended Episcopal Diocese of Hawaii Convention as a delegate?

☒ Yes ☐ No



JEAN NAKAMOTO

CONVENTION DELEGATE CANDIDATE

Why do you feel called to represent All Saints' at Convention?

To understand the business of our Diocese and establish networking with our fellow islands' churches.

Has nominee ever attended Episcopal Diocese of Hawaii Convention as a delegate?

☒ Yes ☐ No



MARY SCHULZ

CONVENTION DELEGATE CANDIDATE

Why do you feel called to represent All Saints' at Convention?

Having served on Vestry, past conventions, and Diocesan Council, and bring this experience to the convention.

Has nominee ever attended Episcopal Diocese of Hawaii Convention as a delegate?

☒ Yes ☐ No



MARY MARGARET SMITH

CONVENTION DELEGATE CANDIDATE

Why do you feel called to represent All Saints' at Convention?

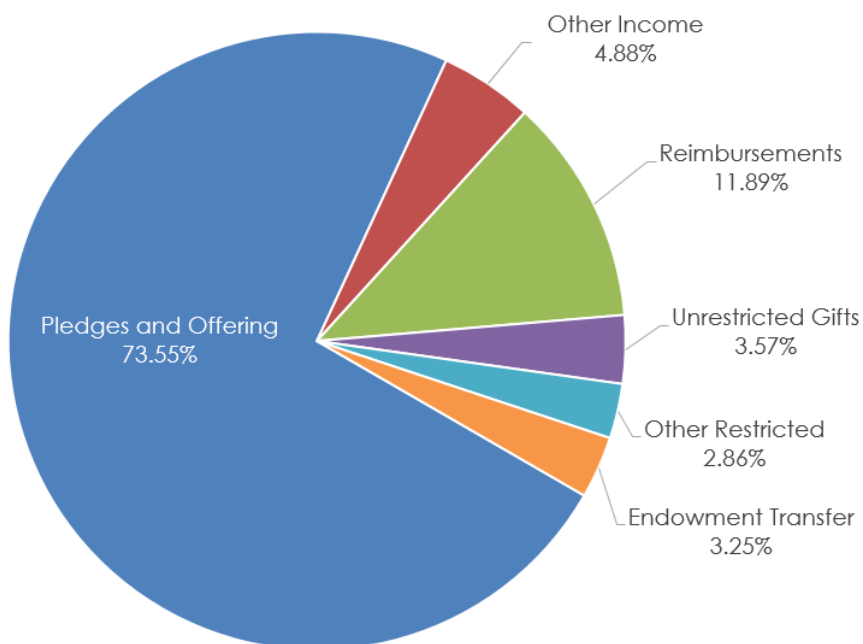
I would like to continue to work with the other churches and the Diocese to find ways that we can combat homelessness and poverty. To be a part of deciding the direction of the Diocese and see that it benefits all the Churches.

Has nominee ever attended Episcopal Diocese of Hawaii Convention as a delegate?

☒ Yes ☐ No

2015 INCOME

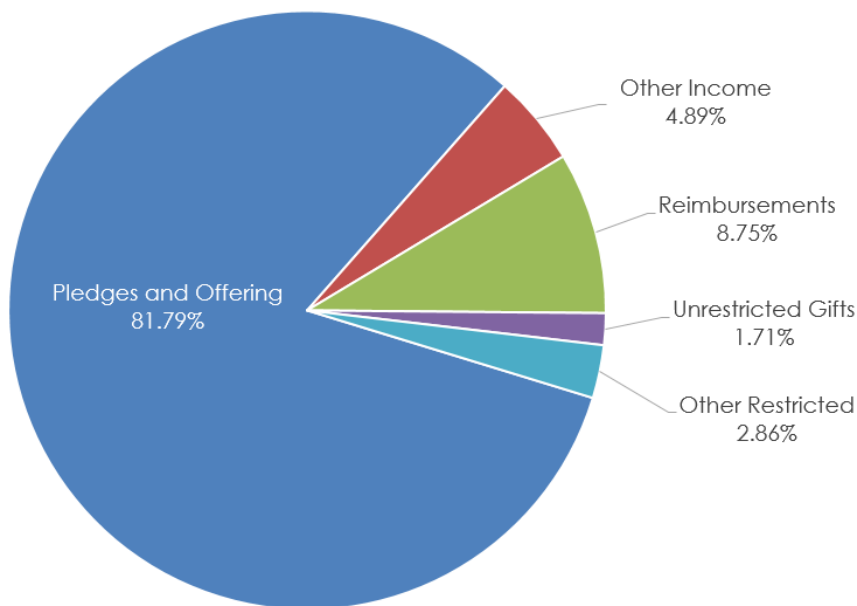
CATEGORY	BUDGET	ACTUAL
Pledges and Offering	224,000	226,541
Other Income (Rental, Market, Investments, & Misc.)	19,250	15,024
Reimbursements	20,000	36,628
Unrestricted Gifts	4,000	10,991
Other Restricted	1,250	8,820
Endowment Transfer	0	10,000
TOTAL	268,500	308,004



2016 ALL SAINTS' ANNUAL MEETING

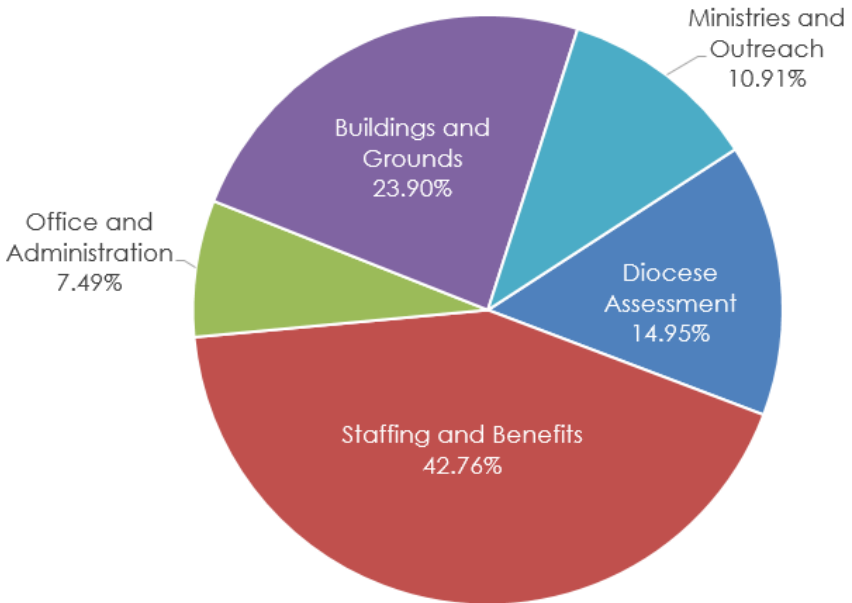
2016 PROJECTED INCOME

CATEGORY	BUDGET
Pledges and Offering	238,472
Other Income (Rental, Market, Investments, & Misc.)	14,250
Reimbursements	25,500
Unrestricted Gifts	5,000
Other Restricted	8,350
Endowment Transfer	0
TOTAL	291,572



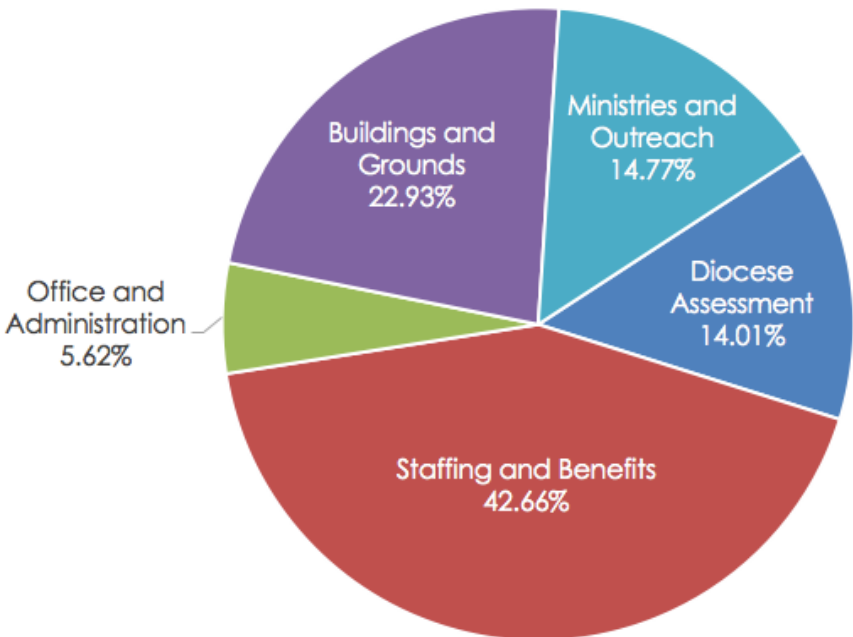
2015 EXPENSES

CATEGORY	BUDGET	ACTUAL
Diocese Assessment	42,000	46,937
Staffing and Benefits	141,645	134,275
Office and Administration	14,150	23,507
Buildings and Grounds	76,500	75,074
Ministries and Outreach	50,310	34,261
TOTAL	324,605	314,054



2016 PROJECTED EXPENSES

CATEGORY	BUDGET
Diocese Assessment	46,386
Staffing and Benefits	141,195
Office and Administration	18,600
Buildings and Grounds	75,900
Ministries and Outreach	48,900
TOTAL	330,981



2016 ALL SAINTS' ANNUAL MEETING

ATTENDANCE NUMBERS

AVERAGE SUNDAY ATTENDANCE TOTALS	2015	2014	2013
	122	111	100

HOLY WEEK				
SERVICE	2015	2014	Variance	%
Palm Sunday	127	130	-3	-2%
Taizé	61	34	27	79%
Passion of the Christ	13	N/A	13	
Heavenly Hike (Stations)	22	30	-8	-27%
Maundy Thursday	48	40	8	20%
Youth Stations	28	41	-13	-32%
Good Friday (Noon)	58	62	-4	-6%
Good Friday (Eve)	21	N/A	21	
Holy Saturday	18	12	6	50%
HOLY WEEK TOTAL	396	349	47	13%

EASTER				
SERVICE	2015	2014	Variance	%
Easter Vigil	64	52	12	23%
Sunrise Easter	35	38	-3	-8%
7AM Easter	19	44	-25	-57%
9:30AM Easter	189	155	34	22%
EASTER SERVICES	307	289	18	6%

HOLY WEEK & EASTER TOTALS	703	638	65	10%
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CHRISTMAS				
SERVICE	2015	2014	Variance	%
Keiki	94	68	26	38%
5:30PM	166	136	30	22%
10:30PM	117	100	17	17%
9:30AM	37	40	-3	-8%
CHRISTMAS TOTAL	414	344	70	20%

PROJECTED TRANSITION TIMELINE

CHILDREN'S AND YOUTH MINISTRIES COORDINATOR

January 22	Post job description
February 15	Deadline for applicants' submissions
February 19	Hiring committee review applicants and select semi-finalists
Week of February 22	Semi-finalists interview with rector and senior warden, finalists named
February 28	Finalists interview with youth group and hiring committee. Hiring Committee meets with Rector to make a selection.
March 1	Announce to congregation
March 13	CYM Coordinator attends 9:30AM service and aloha hour. Welcome gathering at the rectory with youth and their parents and guardians.
March 20	First Youth Meeting
April 10	Begin role with Sunday School

The Children's and Youth Ministries Coordinator job description is as available on the All Saints' website:
www.allsaintskauai.org.

Copies are also available in the Church office.

VESTRY RESOLUTION ORGAN AND SANCTUARY PROJECT

Be it resolved, the Vestry of All Saints' Episcopal Church and Preschool, authorize the commencement of a capital campaign project to reconstruct All Saints' pipe organ and to make the appropriate modifications to the sanctuary and both sacristies to accommodate the new organ and auxiliary workspace for the worship ministries. Such modifications include, but are not limited to, moving the Priest and Altar Guild Sacristy to the South Sacristy. The North Sacristy to be converted into a space to house the pipe organ's necessary functions. Enhancements to sanctuary that will improve the aesthetics, music quality, acoustics, and music/worship ministries.

Resolved, the preliminary budget for the capital campaign project is \$250,000.

Resolved, that Shane Morris Wise be hired as the Senior Project Manager and Organ Consultant on the project who will report to Rector.

Resolved, that Rosales Organ Builders be contracted to construct and install the new organ.

Resolved, that the Rector, in consultation with the Wardens and the Organ Committee, has the authority to hire additional contractors, sub-contractors, and contracted professionals (ie. Marketing and Development firm) to assist with the capital campaign project.

Resolved, the project shall commence immediately and have a target completion date of April 1, 2018 (Easter Day).

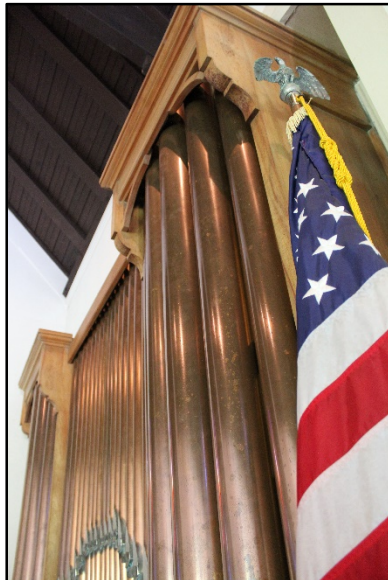
VESTRY RESOLUTION ORGAN AND SANCTUARY PROJECT

Resolved, the Vestry acknowledges and give thanks for the generous lead-benefactor gift from the Sloggett Family Fund in the amount of \$120,000 (pledged).

Resolved, the Vestry acknowledges and give thanks for the interest and support for this project already shown by the wider community and our 'Ohana through their many donations amounting to \$21,845 to date.

Resolved, we the Vestry acknowledge the importance of this project, both for the Church and the community, and commit to having 100% of the vestry participate in financial support of the capital campaign.

Approved on January 19, 2016 by unanimous vote.



PROJECTED PROJECT TIMELINE

ORGAN AND SANCTUARY PROJECT

January 31	Announcement to congregation
February 7	Decommission the organ and Blessing of the piano
February 8	Phase 1: Remove organ console, move grand piano and choir pews
March 28	Phase 2: Begin removal of the organ
August 29	Phase 3: Sanctuary enhancements (Carpet removal, concrete floor polishing, carpet runner installation, pew cushions)
Fall 2016	Phase 4: Sacristy work
Spring 2017	Phase 5: Begin construction and installation of organ
April 1, 2018	Easter Day – Blessing and Debut of Organ

BUDGET

ORGAN AND SANCTUARY PROJECT

\$40K - 60K: SANCTUARY AND BUILDING

Changes/improvements such as refurbishing the concrete floors, making the organ chamber and mounting the current organ façade, moving the sacristy to the south-side ante room, and simple lighting and electrical improvements.

\$75K - 90K: ORGAN CONSOLE REPLACEMENT

The goal is to accommodate a small profile “choir” type console that is tropical resistant and could be placed in the south transept and would include features such as redundant contacts for keyboards and contactless stops. The console will include a modern operating system and control systems to facilitate midi and playback capabilities.

\$80K - 100K: ORGAN PIPES AND COMPONENTS

Sourcing pipes, chests and other organ components that would either be new and/or used and could be completely renovated and installed to provide a high quality, reliable and serviceable instrument.

\$5K - 10K: PROFESSIONAL SERVICES

Hire a firm to assist with the capital campaign branding, literature, website, and grant writing.

CAPITAL CAMPAIGN FUNDRAISING GOALS ORGAN AND SANCTUARY PROJECT

GROUP	GOAL
Lead Benefactor Gift	120,000
All Saints' Leadership Giving	60,000
All Saints' 'Ohana Gifts	15,000
Community and Friends	4,500
Foundation Grants	50,500
TOTAL	250,000

THE FUTURE OF ALL SAINTS' ORGAN AND SANCTUARY PROJECT

Our All Saints' 'Ohana of today is the generation entrusted to launch the second century of the Church's mission and ministry in service to God and the people of Kauai. **The future of All Saints' is to be a cathedral for the people of Kauai—a center for worship, education, outreach, and the arts.**

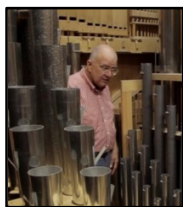
Rebuilding Kauai's only pipe organ is a vital component to All Saints' realizing its dream to serve God by serving God's people on Kauai, both who call this island home and those who visit our beautiful paradise.

A BUILDER FOR THE AGES ORGAN AND SANCTUARY PROJECT

All Saints' is working with Rosales Pipe Organ Services, Inc. of Los Angeles, California. Manuel Rosales and his team bring an extraordinary background to the project. Manuel Rosales is a leader in the preservation of historic



organs. Rosales has built and restored organs throughout the United States and is considered by his colleagues to be one of the best in the industry. Rosales Pipe Organ's signature project is the world-renowned organ at the Walt Disney Concert Hall in Los Angeles. The unusual and innovative façade of the Disney Hall organ was designed jointly by architect Frank O. Gehry and Manuel Rosales.



Manuel Rosales is a member of the International Society of Organbuilders (ISO) and the American Institute of Organbuilders (AIO). He is also a founding member of the Pacific Southwest Chapter of the Organ Historical Society (OHS), a past national councilor for the Organ Historical Society.

Manuel has taken a deep interest in the All Saints' project because of its uniqueness and the historical and cultural implications of rebuilding Kauai's only pipe organ.

Morris Wise, a former colleague of Manuel's and a member of the All Saints' 'Ohana, is volunteering his time to serve as the Senior Project Manager and Organ Consultant for All Saints'. His leadership and expertise has and will be invaluable for the congregation moving forward with this project.



COMMUNITY OUTREACH ORGAN AND SANCTUARY PROJECT

All Saints' is committed to being a center for the arts on Kauai. The recent gift of a grand piano to the Church and the reconstruction of the pipe organ will offer to the community a one-of-a-kind performance and rehearsal venue. All Saints' will continue to open its doors to groups and individuals wishing to have access to the musical resources at the Church.

All Saints' is currently exploring the possibility of hosting a summer internship program for organist(s) in high school and/or college. We hope to play an integral role in inspiring, training, and empowering the future great Church musicians.

Save the Date
September 3 - 6, 2016

ALL SAINTS'
'ŌHANA
RETREAT

Camp Sloggett
Kokee State Park

COMMISSIONING OF THE VESTRY

Rector

Brothers and Sisters in Christ Jesus, we are all baptized by the one Spirit into one Body and given gifts for a variety of ministries for the common good. Our purpose is to commission these persons in the name of God and this congregation to the special ministries to which they are called. You have been called to a ministry in this congregation. Will you, as long as you are engaged in this work, perform it with diligence?

Wardens and Members of the Vestry

I will, with God's help.

Rector

Will you faithfully and reverently execute the duties of your ministry to the honor of God, and the benefit of the members of this congregation?

Wardens and Members of the Vestry

I will, with God's help.

Rector

O Eternal God, the foundation of all wisdom and the source of all courage: Enlighten with your grace the Wardens and Members of the Vestry of this congregation, and so rule their minds and guide their counsels, that in all things they may seek your glory and promote the mission of your Church; through Jesus Christ our Lord. **Amen.**

Rector

In the Name of God and of All Saints' Episcopal Church and Preschool, I commission you as Wardens and Members of the Vestry in this Parish.

People

Thanks be to God. Alleluia. Alleluia. Alleluia!