



the **PARISH** of **St. Clement**  
E P I S C O P A L



## **THE 2020 ANNUAL REPORT**

For the Annual Parish Meeting

January 31, 2021

## PARISH SNAPSHOTS



The Parish of St. Clements - Church Campus 2020  
Photos taken by The Rev. Heather Hill



The Parish of St. Clements - Christmas 2020  
Photos taken by Alofa Carpenter

# AGENDA

Annual Meeting 2020  
The Parish of St. Clement

January 31, 2021  
10 A.M.

1. Call to Order
2. Opening Prayer
3. Approval of the Minutes from the 2020 Annual Meeting *Page 12*
4. Appointments of Tellers for Election
5. Nominations and Balloting
  - A. Junior Warden
  - B. Vestry *Page 35*
  - C. Diocesan Delegates
6. Rector's Report *Page 4*
7. Senior Warden's Report *Page 8*
8. School Report *Page 14*
9. Treasurer's Report *Page 22*
10. Recognitions *Page 10*
11. Open Floor (Questions and Answers)
12. Election Report
13. Adjournment

## **Rector's Report**

2020 began like most years and quickly changed dramatically. In mid-March our Bishop suspended worship gatherings to keep Covid-19 from spreading. Within a week, I learned how to host a Zoom gathering and led Morning Prayer the following Sunday. With concerns that our home internet could not handle two video programs at once, we joined Calvary in Kaneohe (the church my husband serves) for services at 8 am. That first week we transitioned our parish emails to MailChimp so that messages could be sent from anywhere. Also, Amy Schafer wonderfully helped Bible Study (Reading Between the Lines) transition to Zoom so they never lost a beat.

With help from Alofa and many others, we created a mailing list for those who were unable to connect online or would do better with receiving paper copies of our mailings. We began with a weekly mailing including services to pray on their own, devotionals, cards, announcements, etc.

Throughout these early months of the pandemic, I was spending large amounts of time on my phone, day and night, helping many of our oldest kūpuna with pastoral care and counseling through the shift to quarantine. I also have walked many people through Zoom so they could learn how to use the technology that would keep them connected to our St. Clement's 'Ohana.

Week two, I brought our online services up to the usual two on Zoom and I added Adult Discussion group between services. The following week, EFM and vestry were brought onboard our Zoom room. Holy Week services were transcribed to online worship. During Holy Week, Martha and I worked with Peter Pereira (Diocesan Treasurer) and our banker to apply for a PPP small business loan, which we received in the first round.

After taking a few weeks off at the beginning of the shutdown, our Market reopened with covid precautions to provide a place for our neighbors to buy food safely outside while giving our vendors the ability to financially survive. I also worked with our rental groups to make sure they

were able to meet over Zoom to support each other while they could not gather in-person.

By Easter, I had learned how to record Mark Kennedy playing the organ and we added music to our Sunday services. Tuesday night Compline and Thursday noonday prayer services were added to help everyone to pray throughout the week. I recorded examples of each of those services, including instructions for how to pray them on your own, and uploaded them to our parish Facebook page and a Google Drive shared with the parish email. While noonday prayers waned when people were able to go back to work, our Compline community has continued with a strong core gathering to pray together every Tuesday at 9 pm on Zoom.

After closing for Spring Break, our school reopened for distance learning after Easter. I recorded children's messages and Bible stories that were shared through a Google Drive for school families to watch when they were able. I met with Mrs. Woodward, the school music teacher, to record two different full chapel services for the students to enjoy from their homes.

In May, I focused on a reopening plan for Sunday services. I read every study I could find on how Covid spread and how to keep it from spreading. I was determined to make sure St. Clement's was maintaining the highest level of safety possible.

Our reopening plan was shared with the diocesan clergy by our bishop as an example to use for other churches. Other clergy wrote to me to ask permission to adjust it for their parishes. I gathered masks, cleaning supplies, new tech supplies, etc. and we safely reopened for Sunday Services for the first time in June. This began our adventure of hybrid services being both online and in-person at the same time. Alofa joined our Sunday services to help with all the new tech requirements.

Karol Nowicki, our music director, started to work with our choir to record themselves singing from home. He has helped them to learn and become more comfortable with an entirely new way of being St. Clement's choir. He uses a computer program to layer their voices with the organ music to

provide us with a hymn sung by our choir each Sunday.

Sound has probably been the biggest technical challenge in doing hybrid worship. I have had to order and learn to use a second set of microphones just for those gathering online. We also began to project our worship slides so everyone is able to follow the same liturgy.

A second shutdown in August returned us to only online worship. In November, when numbers of Covid cases on our island decreased, we were able to move to hybrid worship again. I spent many hours and days in October and November trying to figure out how to move safely into sharing the Eucharist once again.

In November, I restarted pre-school chapel with one class in the Church at a time. We use Webex to share the service with the students in the other classrooms so we can worship together.

In December, we restarted Holy Eucharist as our main service on Sundays, providing hosts to both those in-person and those who come by after the service in a Covid-safe way. Christmas Eve we gathered and added some elements of recording and video-editing to our repertoire.

Since March we have increased our food distribution from the Parish Office. Anyone is invited to come by on Wednesday mornings to receive a bag of food. Our team of shoppers and baggers have continued to work hard to keep up with demand. Our School continued their gathering of food in November and toiletries in December. St. Mary's brought their food supply to St. Clements, since they were unable to continue their food giveaways during Covid-time. Their preschool also gathered canned goods that we have been able to distribute.

I have met every Wednesday morning throughout the pandemic with our new bookkeeper, Marc Miura. Together we have made sure that bills and staff were paid, deposits counted and made, and eligible grants were applied for.

I have continued to serve the wider church on the Camp Mokolē'ia board as they too have had to work thru many changes of Covid-time. I also continue to serve on the Diocesan Disciplinary Committee. I completed my canonical requirements for continuing education by completing two Drew University courses online offered through their Doctor of Ministry program.

2020 has been a year like no other in the life of St. Clement's! Throughout it all we have continued to gather to pray, to reach out in love to our neighbors in need, to educate our keiki, and to support each other during these tough times. I am continually thankful for the prayers and strength of our community. As a parish we have pivoted during the pandemic, while maintaining our faith and values. God continues to work in and through us!

Praying for all of us to remain healthy and be able to gather again-vaccinated!

God bless!

Pastor Heather

## **Senior Warden's Report**

Aloha all! Unlike prior years, I cannot say that 2020 flew by. Who could have guessed in January 2020 that this year we would be confined to our homes for much of the year and forced to make difficult choices about where, when, and how to conduct the simple joys that constitute daily living—working, getting out and about, and seeing our friends and family. Some have faced mere inconvenience, others faced loneliness, and others faced terrible loss. How many times this year have we had to stop and remind ourselves to keep the faith?

This year, Rev. Heather, with guidance from the Diocese and Bishop Bob, led us through the changes required to navigate as a Christian faith community in the face of a pandemic that prevented us from gathering as a church group for much of the year. Heather led us in online and, later, “hybrid” worship that aims to reach congregants where they are most comfortable. Our parish was also extremely fortunate to be nourished and supported by Rev. George and Rev. Haaheo in 2020, and we bid a fond farewell to Haaheo as she began her new ministry at St. Matthew.

I would like to thank the members of the Vestry – Adrienne, Amy, Beth, Cathy, Chris, Glenn, Helena, Holo, Jane, Jose, Martha, Mary, Terry – who have given their time and talents to the Parish during this challenging time, and who have adjusted to online meetings and even an online retreat. Special thanks to our officers, Jose, Martha, Beth, and Terry. We were very fortunate to have Canon Sandy join us for our Vestry's first “virtual” retreat.

Many thanks to Alofa who has gone above and beyond as our interim Parish Secretary and technical guru, as well as Marc, our accountant, for his reliable services this past year. We are also truly indebted to Stan, who keeps our grounds in amazing condition and supports us all with his kind and friendly attitude.

The Parish's ministries and groups continued their vital service missions that serve our parish and broader community. Thank you to the respective ministry leaders for your committed and adaptive service. Some groups even managed to grow with online meetings! The school continued on impressively despite the challenges of the pandemic: thank you to Jodi, the staff and of course all of the teachers for their hard work and dedication to the school and the children they serve. We appreciate all that you do to make St. Clement's School the nurturing place it is known to be. Thank you all for the opportunity to serve the Parish as Senior Warden for the past two years. I look forward to seeing many of you in person, ASAP!

Respectfully Submitted,

Michelle Comeau

<u>Staff</u>	
Rector	The Rev. Heather Hill
Priest Associate	The Rev. George Clifford
Head of St. Clement's School	Jodi Yoshioka
Director of Music	Karol Nowicki
Organist	Mark Kennedy
Family Ministries Coordinators	Gail & Scott Suzuki-Jones, Michelle Comeau
Nursery Director	Jessica Stack
Parish Secretary	Alofa Carpenter
Sexton and Groundskeeper	Stan Ornellas
Assistant Sexton	Shay Oyadomari
Night Security Attendant	Shay Oyadomari

2020 Vestry

Senior Warden	Michelle Comeau
Junior Warden	Jose Henao
Treasurer	Martha Morgan
Clerk	Beth Fincke (as of April 2020)
January 2021	Mary Carpenter
	Helena Ishida
	Adrienne Lau
January 2022	Glenn Moir
	Holoua Stender
	Chris Hacskaylo (resigned Fall 2020)
January 2023	Jane Anderson (as of August 2020)
	Amy Schafer
	Cathy Overstreet (as of August 2020)

## Convention Delegates

Jane Anderson

Mary Carpenter

Chaz Hill

Soane Lino

Tau'eva Lino

Susan Palmore

## Ministry Chairs

Acolytes

Adult Discussion

Altar Guild

Chapel of Peace

Education for Ministry

Family Ministries

Family Promise

Farmers Market

Food Distribution

Global Ministries

Hawaii Meals on Wheels

Institute for Human Services (IHS)

Lectors

Prayer Chain

Reading Between the Lines

RYSE / YO! House

Stewardship

Ushers

Scott Suzuki-Jones

The Rev. George Clifford

Beth Fincke

Rick Gronna

Pam McCoy

Gail & Scott Suzuki-Jones / Michelle Comeau

Cecilia Fordham

Pam Fern

Jayson Harper

Beverly Davis

Keli'i deFrancia

Pam Fern / Allennette Stender

Alofa Carpenter

Pam McCoy

Amy Schafer

Jane Anderson

The Rev. Heather Hill

Arthur Buto & Sandy Souza

Parish of St. Clement  
January 26, 2020  
Annual Meeting

1. Call to Order: The meeting was called to order by Pastor Heather at 10:45 AM.

2. Opening Prayer: The opening prayer was given by Pastor Heather.

The following three documents were distributed at the meeting:

- "The 2019 Annual Report", a bound booklet, "Funds of St. Clement's - Comparison", a one page table and notes, and "St. Clement's School Profit Loss", on one side and "St. Clement's School Balance Sheet" on the other side.

3. Approval of the Minutes: The minutes for the January 27, 2019 meeting were accepted as written. A motion was made, seconded, and approved to accept the January 27, 2019 minutes.

4. Appointment of Tellers: Appointed tellers are Carl Tom and Glenn Moir.

5. Nominations and Balloting:

a) Vestry (3 positions, 3 year terms):

- Amy Schaefer

b) Convention Delegates (6 positions plus alternates)

- Chaz Hill

- Soane Lino

- Dana Anderson

- Taueva Lino

- Cathy Overstreet

- Mary Carpenter

c) A motion was made, seconded, and approved by voice vote to acclaim the positions filled by the persons named above.

d) Pastor Heather stated that the Vestry may appoint a member at the next meeting.

6. Recognitions: Parish staff and employees and outgoing vestry members were recognized for their continuing commitment, dedication and service to the Parish of St. Clement. This included Curate Ha'aheo Guanson and Rev. George Clifford.

7. School Report:

- Head of School Jodi Yoshioka thanked everyone for the partnership between the church and the school.

- She described the renovation of the 'C' building.

- Other classrooms in the 'B' building will be renovated in the spring and summer break.

- Stan Ornellas's work on upgrading the bathrooms and toilets is appreciated plus it will result in savings.

- The fund raiser "Imagination" is online and all are invited to attend. The hope to use proceeds for classroom furniture.

- Five teachers were sent last year, and 5 will go this year to San Francisco for the "Learning and The Brain Conference".

8. Treasurer's Report: Martha Morgan covered the following topics:

- A final accounting is not quite completed but most figures are very close.
- 2019 ended with a \$29K surplus, primarily due to pledges being higher than expected.
- Martha specifically thanked Holoua Stender, Mary Carpenter, and Helena Ishida for their work and contribution to the budget.
- The budget has 55 percent to salaries, 20 percent to grounds, 11 percent to the diocese, leaving 4 percent for inreach and outreach.
- two salaries were added to this budget: Karol Nowicki and Ronald Yogi.
- A question was raised on prison ministry funds - it currently is a designated fund not a separate item in the budget.
- Pam McCoy stated that Education for Ministry (EfM) will start this spring in prison; she had previously requested the vestry help fund this effort and Pam asked everyone to consider giving to this ministry.

9. Rector's Report: Pastor Heather thanked everyone for their support to her for her surgery and recovery.

- The directory is outdated and drafts were circulated for correction. She will be working on this and distribute the 2020 directory later.
- The Saturday food distribution needs help, at least 2 more people in the morning. The distribution is the third Saturday of every month.
- Pastor Heather explained the renovations being done to the classrooms and specifically the asbestos sealing work. She offered to take anyone on a tour at the end of the meeting.
- Pledge cards were made available. She cautioned those who pledge and pay with a bank direct deposit: the parishioner must sign a form if the amount is changed.
- Please consider St. Clement in your will. It is these funds which paid for the church roof, the "fried" organ parts, etc.

10. Open floor:

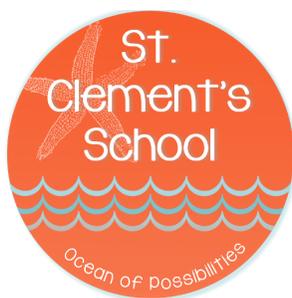
- Beverly Amjadi stated Sabeel will be hosting a speaker in March, one of the founders of Sabeel. She stated St. Clement has been a long-term supporter and please continue this work.
- Keli'i DeFrancia encouraged all to sign up for Punahou Parking, and he had the sheets in the PH.
- Soane Lino recounted severe plumbing problems he has had at his job and the help and comfort from the hymn "A Mighty Fortress is our God".

11. Adjournment: The meeting was closed with a pray by Curate Ha'aheo Guanson at 11:27 AM.

Respectfully submitted,

Terry Ledford  
Former Clerk

## **St. Clement's School Report**



2020 has been a year unlike any other for St. Clement's School. Our teaching and administrative staff found ourselves learning to navigate operating an Early Childhood Educational Program during a global pandemic. Distance learning became a familiar platform to connect with peers and teaching staff for academics and was most important for the social emotional growth of all

children. As a unified group, we did all we could to continue to build strong partnerships with one another, our students and their families. Our common goal was to provide structure, consistency and support to each student. I am proud to say that although it was not how we would choose to spend a school year, we learned an important life-long lesson: Together, we are stronger than alone and with an empathetic, trusting and collaborative mindset we emerge resilient and stronger than we imagined.

Late in July, a decision was made to offer each enrolled family an option to either defer enrollment to 2021-22 or withdraw completely from the current school year. While the options offered to our community would have great impact on SCS financially, our School Board along with our Rector, Pastor Heather, agreed that it was the right action to take as we did not want the reason for a child to attend campus learning to be due to a financial obligation. Unified in our approach to returning to campus was that we needed the trust and commitment from each family to do their part in realizing that it is a privilege to be able to offer and attend school in person. This took much communication and a well devised plan by our Covid Sub-Committee. All families trust that staff will be vigilant about sanitation, social distancing while following all CDC and DOH guidelines and in return, that they do the same when outside of campus. We continue to share the message that what choices are made off campus will directly impact our entire SCS community.

Enrollment for 2020-21 has us with 10 fewer students due to the opt out offered, with a total of 92 students. As a staff, we were able to retain all full-time positions with the exception to one. An After-School Program is put on hold until the interchanging of students from different classrooms is possible under DOH guidelines. School hours for 2020-21 have been 7:00AM-3:00PM. Due to the PPP Loan granted, we continue to provide benefits and salaries

without a decrease from 2019-20. As a group, we remain grateful to have employment at a school we love and care for deeply.

Our Financial Committee, comprised of Kimberly Kai, Financial Manager, Sara Yamamoto, Accountant to SCS, Dr. Holoua Stender and Martha Morgan have worked tirelessly to ensure that we are moving forward in the direction necessary to continue to provide a fully operational budget. One of the many blessings that has resulted through many hours together working in the best interest of Church and School has been the trusted relationship and guidance built between our beloved leaders, Dr. Stender and Martha Morgan. We look to their experience, dedication and support to help make decisions that will provide stability for our entire St. Clement's community.

SCS was blessed with an unexpected, generous gift of \$10,000.00 from the Church of St. Clement. This gift presented to us by Pastor Heather and unanimously approved by the Vestry has left our entire staff and School Board beyond grateful. Our sincere appreciation for this gift is shared with all of you.

Looking forward to the upcoming school year 2021-22, SCS has every expectation to be at full enrollment which is nothing short of a miracle during these times of great uncertainty and a severely impacted economy. The admissions process for enrollment for SY 2021- 2022 was completed in Mid-January.

While the pandemic is amongst us as this report is filed, SCS remains dedicated and honored to serve our dedicated community of families. Under the guidance of our Rector, Pastor Heather, alongside our valued Vestry members, committed School Board and SCS Staff it remains an honor and privilege to carry out the mission of a deep rooted Episcopal belief along with the foundation for Early Education built by those who came before me.

In Gratitude,

Jodi Yoshioka, Head of School

# St. Clement's School

## BALANCE SHEET

As of June 30, 2020

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1100 Checking	441,346.27
1150 Morgan Stanley	
1152 Contingency Fund	255,126.75
1155 Endowment Fund	1,079,851.31
<b>Total 1150 Morgan Stanley</b>	<b>1,334,978.06</b>
<b>Total Bank Accounts</b>	<b>\$1,776,324.33</b>
Accounts Receivable	
1200 Accounts Receivable	113,008.60
<b>Total Accounts Receivable</b>	<b>\$113,008.60</b>
Other Current Assets	
1499 Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$0.00</b>
<b>Total Current Assets</b>	<b>\$1,889,332.93</b>
<b>TOTAL ASSETS</b>	<b>\$1,889,332.93</b>

# St. Clement's School

## BALANCE SHEET

As of June 30, 2020

	TOTAL
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	23,545.91
<b>Total Accounts Payable</b>	<b>\$23,545.91</b>
Credit Cards	
2050 FHB Business Credit	5,640.31
2051 FHB Business Credit - Financial Manager	1,807.86
2052 FHB Business Credit - Director	0.00
<b>Total 2050 FHB Business Credit</b>	<b>7,448.17</b>
2060 Citi Cards	19.00
<b>Total Credit Cards</b>	<b>\$7,467.17</b>
Other Current Liabilities	
2010 Accrued Liabilities	0.00
2100 Payroll Liabilities	
2140 Medicare	0.00
2160 State Withholding	0.00
2170 PFLEX Withholding	104.33
2180 AFLAC Withholding	0.00
2190 TSA Withholding	1,416.22
<b>Total 2100 Payroll Liabilities</b>	<b>1,520.55</b>
2199 Payroll Clearing	0.00
2400 Deferred Tuition	146,971.00
2405 Deferred School Lunch	1,104.00
2410 Deferred Summer Tuition	20,112.50
2415 Deferred BSC/ASP	0.00
2420 Deferred Enrollment Fees	50,400.00
2599 Clearing	0.00
<b>Total Other Current Liabilities</b>	<b>\$220,108.05</b>
<b>Total Current Liabilities</b>	<b>\$251,121.13</b>
Long-Term Liabilities	
2500 SBA PPP Loan	235,800.00
<b>Total Long-Term Liabilities</b>	<b>\$235,800.00</b>
<b>Total Liabilities</b>	<b>\$486,921.13</b>
Equity	
3000 Opening Balance Equity	228,560.35
3900 Retained Earnings	1,088,973.81

# St. Clement's School

## BALANCE SHEET

As of June 30, 2020

	TOTAL
Net Income	84,877.64
<b>Total Equity</b>	<b>\$1,402,411.80</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,889,332.93</b>

# St. Clement's School

## PROFIT AND LOSS

July 2019 - June 2020

	TOTAL
Income	
4201 Tuition	1,511,150.00
4202 BSC/ASP	219,666.00
4203 Application Fees	6,000.00
4204 Enrollment Fees	55,600.00
4205 Enrichment Classes	3,600.00
4206 Summer Session	71,580.00
4207 Summer Session BSC/ASP	4,512.50
4211 Intercession Fees	275.00
4303 T-Shirts, Hats, Etc.	290.00
4304 External Contributions	
4302 Na Ohana	251,848.75
4304 External Contributions - Other	9,992.28
4306 Annual Fund	2,000.00
<b>Total 4304 External Contributions</b>	<b>263,841.03</b>
4307 Other Fees	270.00
4309 School Lunch	64,487.18
4401 Interest	148.64
4402 Refund Checks	-143.30
<b>Total Income</b>	<b>\$2,201,277.05</b>
<b>GROSS PROFIT</b>	<b>\$2,201,277.05</b>
Expenses	
6000 Salaries	
6000 Salaries - Other	504.67
6001 Gross Wages	973,381.31
6562 Bonuses	500.00
<b>Total 6000 Salaries</b>	<b>974,385.98</b>
6100 Payroll Taxes	
6105 Social Security	59,022.14
6110 Medicare	13,858.17
<b>Total 6100 Payroll Taxes</b>	<b>72,880.31</b>
6201 Health Care Insurance	139,694.79
6250 TSA	60,676.18
6300 SCS Board	1,828.23
6507 POSC	293,141.68
6508 School Lunch Provider	55,950.00
6509 Repairs	26,632.25
6510 School Supplies	25,422.63
6511 Student Services	26,992.30
6512 Utilities	21,901.47
6513 Insurance	39,414.82

# St. Clement's School

## PROFIT AND LOSS

July 2019 - June 2020

	TOTAL
6514 Office Supplies	37,886.12
6515 Housekeeping Supplies	12,405.46
6516 Furniture and Equipment	114,356.02
6517 Dues and Subscriptions	175.33
6518 Advertising & Marketing	7,872.01
6519 Professional Development	2,961.90
6520 Miscellaneous	-4,470.09
6522 Capital Improvements	109,977.39
6523 Na Ohana Events/Activities	11,964.00
6524 Na Ohana Imagination	53,019.22
6526 Computer/Software Expenses	2,163.06
6527 Staff Meals	200.52
7009 Bank Service Charges	49.58
7100 General Excise Tax	16,366.75
<b>Total Expenses</b>	<b>\$2,103,847.91</b>
NET OPERATING INCOME	<b>\$97,429.14</b>
Other Expenses	
8012 Financial Aid Fund	12,551.50
<b>Total Other Expenses</b>	<b>\$12,551.50</b>
NET OTHER INCOME	<b>\$ -12,551.50</b>
NET INCOME	<b>\$84,877.64</b>

## **School Renovation Projects**

After many years of planning, we completed a renovation of the classrooms, bathrooms, and teacher's lounge in school buildings B and C. The flooring was becoming unsafe and being held together with duct tape in many rooms. Cabinets were falling apart and old 5 gallon flush toilets could not be repaired and were using a lot of water.

After sealing for safety in each room, many layers of flooring were removed down to the original tiles that contained asbestos. Broken tiles were removed and properly disposed of. EPA recommendations for schools were followed and intact tiles were sealed in so that asbestos could not become airborne. Walls were painted. New cabinets installed. New floating laminate plank floor was installed. New toilets replaced old 5 gallon flush toilets.

Now our Sunday school and preschool students have safe updated spaces to learn in. By replacing old toilets we are now saving almost half on our water bills and helping to conserve water for generations to come. Expenses were shared evenly between the Church and School.

Thank you to everyone who helped with this joint project between our Parish and our School!

*Refer to page 59 for photographs.*

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## **Other Property Committee Actions in 2020**

After a leak was discovered on the School B building, the roof was replaced by On Top Roofing (the same company that completed the roof on the church and music buildings).

The Property Committee investigated air-conditioning the church. After receiving three quotes, the committee sent a letter to the entire parish asking for feedback on the project. A forum both in-person and online was held to answer questions and receive more feedback. After compiling all the information and opinions from parishioners, the property committee voted to table air-conditioning the church building because it was not the right timing during Covid.

Pastor Heather

**2021 Financial Statement of Mission**

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A/C#		FSOM 2018	2018 Yr End	FSOM 2019	Actual 2019	FSOM 2020	Actual 2020	FSOM 2021	NOTES
<b>REVENUES</b>									
<b>Pledges/Donations</b>									
400100	Pledges	\$200,000	\$196,656	\$205,000	\$234,601	\$230,000	\$189,699	\$190,000	
400110	Plate Offerings	\$5,200	\$7,517	\$6,000	\$8,769	\$8,000	\$1,604	\$1,000	
400120	Non-pledge	\$35,000	\$70,939	\$45,000	\$27,954	\$30,000	\$37,988	\$25,000	
400130	Prior Yr. Pledge Payments	\$0	\$1,000	\$0	\$114	\$0	\$0	\$0	
	<b>Pledges/Donations Subtotal</b>	<b>\$240,200</b>	<b>\$276,112</b>	<b>\$256,000</b>	<b>\$271,438</b>	<b>\$268,000</b>	<b>\$229,291</b>	<b>\$216,000</b>	
<b>Other Income</b>									
420100	School Expense Share	\$246,400	\$246,400	\$270,000	\$270,000	\$274,050	\$274,050	\$274,050	No increase
420110	Facilities Use Donations	\$20,000	\$25,425	\$23,000	\$28,300	\$28,000	\$9,195	\$10,000	
420115	Fundraisers	\$5,200	\$5,137	\$5,000	\$4,919	\$5,000	\$5,265	\$0	
420116	Farmers Market	\$19,000	\$17,108	\$17,500	\$16,100	\$17,000	\$13,615	\$15,000	
420117	Grant Brodhead Fndtn.	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	
420120	Bank Interest	\$10	\$34	\$10	\$33	\$0	\$14	\$0	
420800	Apartment Rent	\$32,400	\$29,200	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000	
420999	Misc. Receipts	\$1,000	\$1,550	\$1,300	\$2,280	\$2,000	\$24,318	\$2,000	
	<b>Other Income Subtotal</b>	<b>\$332,010</b>	<b>\$332,854</b>	<b>\$342,810</b>	<b>\$347,632</b>	<b>\$352,050</b>	<b>\$352,456</b>	<b>\$327,050</b>	
	<b>Revenue Subtotal</b>	<b>\$572,210</b>	<b>\$608,966</b>	<b>\$598,810</b>	<b>\$619,070</b>	<b>\$620,050</b>	<b>\$581,747</b>	<b>\$543,050</b>	
<b>Draws From Church Funds</b>									
<b>Brodhead Fund (Donor Designated Fund)</b>									
480100	Mission Draw	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
480101	Draw for Fellowship Exp	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
480103	Draw for Adult Formation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
<b>Parish Memorials (Vestry Designated Fund)</b>									
480200	Draw for Worship Supplies	\$3,000	\$5,699	\$3,000	\$1,603	\$2,000	\$0	\$2,000	
480400	Draw for Advertising	\$1,300	\$1,048	\$1,300	\$0	\$1,000	\$0	\$1,000	
<b>General Fund (Non-restricted Fund)</b>									
480600	Draw for additional ministry support	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
<b>Loo Family Fund (Vestry Designated Fund)</b>									
480700	Draw for additional ministry support	\$0	\$0	\$0	\$0	\$3,500	\$0	\$3,500	
<b>Estate Funds</b>									
	Draw for Interim Rector	\$0	\$0	\$0		\$0	\$0	\$0	
<b>Flower Fund (Donor Designated Fund)</b>									
480800	Draw for Altar Flowers	\$2,200	\$2,285	\$2,000	\$785	\$2,000	\$0	\$1,000	
	<b>Draw/Church Funds Subtotal</b>	<b>\$6,500</b>	<b>\$9,032</b>	<b>\$6,300</b>	<b>\$2,388</b>	<b>\$8,500</b>	<b>\$0</b>	<b>\$7,500</b>	
	<b>TOTAL RECEIPTS</b>	<b>\$578,710</b>	<b>\$617,998</b>	<b>\$605,110</b>	<b>\$621,458</b>	<b>\$628,550</b>	<b>\$581,747</b>	<b>\$550,550</b>	

### 2021 Financial Statement of Mission

A/C#		FSOM 2018	2018 Yr End	FSOM 2019	Actual 2019	FSOM 2020	Actual 2020	FSOM 2021		NOTES
	<b>EXPENSES</b>									
	<b>Personnel Expenses</b>									
	<b>Rector</b>									
500100	Salary & Housing	\$102,252	\$102,252	\$104,297	\$103,997	\$106,905	\$107,205	\$106,905		No Increase
	<b>Rector Compensation</b>	<b>\$102,252</b>	<b>\$102,252</b>	<b>\$104,297</b>	<b>\$103,997</b>	<b>\$106,905</b>	<b>\$107,205</b>	<b>\$106,905</b>		
500102	Pension	\$19,813	\$19,813	\$20,210	\$20,210	\$20,715	\$20,715	\$20,715		
500103	Health Insurance	\$30,665	\$29,436	\$30,373	\$27,656	\$32,244	\$33,404	\$36,006		6 months at \$2,899 + 6months at 3,101.93 (7% increase)
500105	Auto/Professional Expenses	\$8,558	\$7,523	\$8,000	\$4,626	\$8,604	\$8,604	\$8,604		
500106	Continuing Education	\$980	\$1,026	\$1,000	\$0	\$1,020	\$1,102	\$1,020		
500108	Self-Employment Tax	\$7,822	\$7,822	\$7,979	\$7,979	\$8,178	\$8,178	\$8,178		
	<b>Rector Benefits</b>	<b>\$67,838</b>	<b>\$65,620</b>	<b>\$67,561</b>	<b>\$60,471</b>	<b>\$70,761</b>	<b>\$72,003</b>	<b>\$74,523</b>		
	<b>Rector Subtotal</b>	<b>\$170,090</b>	<b>\$167,872</b>	<b>\$171,858</b>	<b>\$164,468</b>	<b>\$177,666</b>	<b>\$179,208</b>	<b>\$181,428</b>		
	<b>Other Clergy Expenses</b>									
500700	Supply Clergy	\$1,410	\$473	\$944	\$236	\$1,000	\$0	\$1,000		
500109	Sabbatical Reserve	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000		
500115	Associate clergy professional expenses			\$1,500	\$1,293	\$1,500	\$0	\$500		
	<b>Other Clergy Subtotal</b>	<b>\$2,410</b>	<b>\$1,473</b>	<b>\$3,444</b>	<b>\$2,529</b>	<b>\$3,500</b>	<b>\$1,000</b>	<b>\$2,500</b>		
	<b>Music Staff Salaries</b>									
500420	Music Minister	\$15,300	\$7,501	\$12,000	\$5,500	\$18,000	\$14,663	\$18,000	*	
500430	Organist	\$9,500	\$4,776	\$0	\$0	\$0	\$0	\$0		Apartment 1 as compensation
	<b>Music Staff Subtotal</b>	<b>\$24,800</b>	<b>\$12,277</b>	<b>\$12,000</b>	<b>\$5,500</b>	<b>\$18,000</b>	<b>\$14,663</b>	<b>\$18,000</b>		
	<b>Family Ministry Salaries</b>									
500405	Nursery Staff	\$2,947	\$1,077	\$3,006	\$1,450	\$2,600	\$2,300	\$0		
500440	Family Ministry	\$23,184	\$21,574	\$23,648	\$23,648	\$24,358	\$24,358	\$18,239		
	<b>Family Ministry Subtotal</b>	<b>\$26,131</b>	<b>\$22,651</b>	<b>\$26,654</b>	<b>\$25,098</b>	<b>\$26,958</b>	<b>\$26,658</b>	<b>\$18,239</b>	**	
	<b>Office &amp; Other Staff Salaries</b>									
500500	Parish Admin/Office Manager	\$63,262	\$63,262	\$64,527	\$61,382	\$45,000	\$9,375	\$35,000	*	
500510	Secretary	\$31,200	\$25,492	\$22,100	\$22,100	\$22,840	\$16,198	\$15,000	*	
500530	Security Personnel	\$1,313	\$1,269	\$5,475	\$4,465	\$5,475	\$6,167	\$7,300	*	
500580	Property Manager/Sexton	\$36,400	\$36,725	\$45,500	\$44,100	\$46,865	\$48,440	\$46,865	*	
	Assistant Sexton					\$11,700	\$11,060			
500590	Groundskeeper	\$6,683	\$7,279	\$7,020	\$8,794	\$7,000	\$7,747	\$8,320		
	<b>Office &amp; Other Staff Subtotal</b>	<b>\$138,858</b>	<b>\$134,027</b>	<b>\$144,622</b>	<b>\$140,841</b>	<b>\$138,880</b>	<b>\$98,987</b>	<b>\$112,485</b>		

**2021 Financial Statement of Mission**

A/C#		FSOM 2018	2018 Yr End	FSOM 2019	Actual 2019	FSOM 2020	Actual 2020	FSOM 2021	NOTES
	<b>Staff Benefits</b>								
500600	Payroll Tax	\$14,519	\$12,830	\$14,021	\$12,764	\$13,834	\$10,710	\$11,653	11,359.10 FICA + 7X 42=294 FUTA
500610	Health Insurance	\$9,015	\$8,083	\$8,785	\$9,692	\$12,312	\$6,691	\$8,000	341.46/mo Alofa, 1/2 year for new admin
500640	Pension	\$11,778	\$11,101	\$11,891	\$12,617	\$10,134	\$5,439	\$8,700	96865 x 9% (Sexton, Secretary, Administrator)
500620	TDI	\$1,404	\$1,223	\$1,356	\$1,453	\$1,024	\$785	\$1,000	
500625	Workers Comp Ins	\$2,759	\$3,119	\$2,719	\$2,910	\$3,300	\$3,619	\$3,924	Based on 2019 Payroll
500650	Staff Mileage	\$275	\$261	\$275	\$193	\$250	\$26	\$250	
500660	Continuing Education	\$400	\$258	\$400	\$104	\$400	\$0	\$400	
500800	Personnel Search	\$0	\$167	\$0	\$0	\$200	\$0	\$200	
500810	New Employee Exp	\$0	\$0	\$0	\$0	\$0	\$0	\$200	
	<b>Staff Benefits Subtotal</b>	<b>\$40,150</b>	<b>\$37,042</b>	<b>\$39,447</b>	<b>\$39,733</b>	<b>\$41,454</b>	<b>\$27,269</b>	<b>\$34,327</b>	
	<b>Total Personnel Expenses</b>	<b>\$402,439</b>	<b>\$375,342</b>	<b>\$398,025</b>	<b>\$378,169</b>	<b>\$406,458</b>	<b>\$347,785</b>	<b>\$366,979</b>	
	<b>Direct Ministry Expenses (Outreach)</b>								
550100	Outreach - Misc.	\$100	\$0	\$100	\$1,252	\$2,000	\$1,000	\$2,000	
550130	Food Distribution	\$2,500	\$2,977	\$3,200	\$3,120	\$4,000	(\$102)	\$4,000	
550135	Institute for Human Svcs	\$3,800	\$2,990	\$3,800	\$4,021	\$4,000	\$3,684	\$4,000	
550136	Family Promise	\$500	\$0	\$500	\$0	\$500	\$0	\$500	
550147	YO! House	\$1,200	\$871	\$1,200	\$1,037	\$1,200	\$445	\$1,200	
550150	Theological Ed. Support	\$1,000	\$66	\$1,000	\$0	\$1,000	\$0	\$1,000	
550154	ECW (Episc Church Women)	\$600	\$200	\$200	\$200	\$200	\$0	\$200	
550156	Global Ministries	\$500	\$500	\$500	\$0	\$1,000	\$1,000	\$500	
550158	Vestry Discretionary Fund	\$4,000	\$3,690	\$4,000	\$3,786	\$4,000	\$1,500	\$2,000	
550161	School Support					\$3,500	\$10,618	\$3,500	
	<b>Direct Outreach Subtotal</b>	<b>\$14,200</b>	<b>\$11,294</b>	<b>\$14,500</b>	<b>\$13,417</b>	<b>\$21,400</b>	<b>\$18,144</b>	<b>\$18,900</b>	
	<b>Other Direct Ministry/Education Expenses</b>								
550320	Parish Retreat	\$0	\$0	\$0	\$0	\$0	\$0	\$1,000	
550400	Sunday School	\$1,200	\$1,074	\$1,200	\$794	\$1,000	\$1,097	\$1,000	
550420	Adult Formation	\$1,000	\$2,214	\$1,000	\$2,310	\$3,000	\$2,376	\$3,000	
550430	Youth Formation	\$500	\$26	\$0	\$0	\$0	\$0		
550440	Young Adults	\$500	\$0	\$0	\$0	\$0	\$0		
550500	Stewardship	\$250	\$338	\$250	\$148	\$250	\$154	\$250	
550510	New Member Incorporation	\$150	\$305	\$150	\$101	\$200	\$0	\$200	
550520	Fellowship/Kitchen Supplies	\$2,500	\$1,668	\$2,000	\$1,642	\$2,000	\$1,134	\$2,000	
550590	Parish Inreach	\$100	\$0	\$1,000	\$265	\$1,000	\$0	\$1,000	
	<b>Other Direct Ministry/Ed. Subtotal</b>	<b>\$6,200</b>	<b>\$5,625</b>	<b>\$5,600</b>	<b>\$5,260</b>	<b>\$7,450</b>	<b>\$4,761</b>	<b>\$8,450</b>	

## 2021 Financial Statement of Mission

A/C#		FSOM 2018	2018 Yr End	FSOM 2019	Actual 2019	FSOM 2020	Actual 2020	FSOM 2021		NOTES
	<b>Sunday Support</b>									
550200	Altar Guild supplies	\$750	\$612	\$750	\$1,066	\$750	\$555	\$750		
550210	Music	\$1,500	\$1,010	\$1,500	\$1,236	\$1,500	\$933	\$1,000		
550211	Substitute/guest musicians	\$600	\$3,825	\$800	\$0	\$500	\$0	\$500		
550215	Flowers	\$2,000	\$2,285	\$2,000	\$1,591	\$2,000	\$425	\$1,000		
550299	Misc. Worship expenses	\$150	\$252	\$150	\$124	\$150	\$150	\$150		
	<b>Worship Expense Subtotal</b>	<b>\$5,000</b>	<b>\$7,984</b>	<b>\$5,200</b>	<b>\$4,017</b>	<b>\$4,900</b>	<b>\$2,063</b>	<b>\$3,400</b>		
	<b>General Expenses</b>									
550300	Diocesan Convention	\$4,000	\$5,269	\$2,055	\$870	\$1,000	\$0	\$1,000		
550310	Vestry Training/Education	\$500	\$242	\$350	\$138	\$350	\$273	\$350		
550582	Planned Giving	\$100	\$0	\$0	\$0	\$0	\$0	\$200		
550583	Discernment Support	\$350	\$0	\$0	\$0	\$0	\$0	\$0		
	<b>General Expense Subtotal</b>	<b>\$4,950</b>	<b>\$5,511</b>	<b>\$2,405</b>	<b>\$1,008</b>	<b>\$1,350</b>	<b>\$273</b>	<b>\$1,550</b>		
	<b>Operating Expenses</b>									
550600	Administrative Supplies	\$5,500	\$5,333	\$5,000	\$5,439	\$5,500	\$6,856	\$5,500		High this year due to covid equipment
550601	Postage	\$1,700	\$1,658	\$1,700	\$1,113	\$1,200	\$1,300	\$1,200		
550602	Equipment Rental/Maint.	\$11,800	\$10,604	\$10,100	\$8,516	\$9,700	\$7,751	\$8,000		
550603	Outside Printing/Copying	\$250	\$207	\$100	\$155	\$100	\$0	\$100		
550605	Advertising	\$1,300	\$1,048	\$1,300	\$571	\$1,000	\$0	\$1,000		
550610	Repairs & Maintenance	\$8,000	\$8,025	\$8,000	\$10,116	\$8,500	\$11,471	\$14,000		
550614	Contract Maintenance	\$6,500	\$5,044	\$9,000	\$4,777	\$7,000	\$4,974	\$6,000		
550616	Organ Maintenance reserve			\$1,500	\$1,500	\$1,500	\$1,500	\$1,500		
550630	Electricity	\$21,800	\$22,395	\$22,955	\$24,159	\$23,500	\$18,991	\$19,000		
550631	Water/Sewer	\$17,200	\$17,122	\$18,630	\$15,607	\$18,000	\$12,467	\$13,000		
550632	Telephone	\$2,850	\$3,775	\$2,500	\$2,652	\$2,500	\$2,248	\$2,200		
550633	Refuse Collection	\$6,100	\$6,268	\$6,500	\$6,177	\$6,500	\$6,522	\$6,500		
550634	Gas Company	\$240	\$237	\$240	\$235	\$250	\$190	\$250		
550640	Web Page	\$0	\$0	\$150	\$159	\$150	\$0	\$150		
550650	Insurances	\$28,647	\$28,912	\$30,070	\$30,452	\$32,000	\$30,916	\$33,060		
550670	HI General Excise Tax	\$3,213	\$3,446	\$3,500	\$2,686	\$3,500	\$1,437	\$2,500		
550671	Real Property Tax	\$633	\$623	\$642	\$347	\$650	\$693	\$693		
550680	Service Charges	\$4,200	\$5,309	\$4,200	\$4,644	\$4,500	\$4,195	\$4,500		
550690	Audit Review	\$1,000	\$1,000	\$1,000	\$1,000	\$2,000	\$1,000	\$2,000		
550691	Accounting Services						\$16,361	\$17,000		
	<b>Operating Exp Subtotal</b>	<b>\$120,933</b>	<b>\$121,006</b>	<b>\$127,087</b>	<b>\$120,304</b>	<b>\$128,050</b>	<b>\$128,872</b>	<b>\$138,153</b>		

**2021 Financial Statement of Mission**

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A/C#		FSOM 2018	2018 Yr End	FSOM 2019	Actual 2019	FSOM 2020	Actual 2020	FSOM 2021		NOTES
550900	Diocesan Assessment	\$79,823	\$79,823	\$64,530	\$64,530	\$64,187	\$53,265	\$48,972		
	<b>TOTAL EXPENSES</b>	<b>\$633,545</b>	<b>\$606,585</b>	<b>\$617,347</b>	<b>\$586,704</b>	<b>\$633,795</b>	<b>\$555,163</b>	<b>\$586,404</b>		
	<b>TOTAL REVENUES</b>	<b>\$578,710</b>	<b>\$617,998</b>	<b>\$605,110</b>	<b>\$621,458</b>	<b>\$628,550</b>	<b>\$581,747</b>	<b>\$550,550</b>		
	<b>TOTAL EXPENSES</b>	<b>\$633,545</b>	<b>\$606,585</b>	<b>\$617,347</b>	<b>\$586,704</b>	<b>\$633,795</b>	<b>\$555,163</b>	<b>\$586,404</b>		
	<b>NET GAIN (LOSS)</b>	<b>(\$54,835)</b>	<b>\$11,412</b>	<b>(\$12,237)</b>	<b>\$34,754</b>	<b>(\$5,245)</b>	<b>\$26,584</b>	<b>(\$35,854)</b>		

Note: The portion of our PPP loan of \$74,905 that is forgiven will be added to revenue once it is forgiven.

## Restricted Funds

The Parish of St. Clement								
Fund Activity - December								
FYE December 31, 2020								
							Per Schedule	Per Report
	Beginning		Other	Investment	Investment		Ending	Ending
Accounts	Balance	Contribution	Transfer	Transfer In	Transfer Out	Expense	Balance	Balance
<b>RESTRICTED/DESIGNATED FUNDS</b>								
<b>DIOCESAN ACCOUNTS - ACTIVITY</b>								
800010 - Chapel of Peace	2,474.59	500.00				(805.80)	2,168.79	2,168.79
800020 - Parish Memorials	(1.39)	1,400.00		-		(408.66)	989.95	989.95
800040 - Brodhead Memorial	-			-		-	-	-
800055 - Cooke Organ Fund	5,116.00	-	1,500.00	-		-	6,616.00	6,616.00
<b>Total DIOCESAN ACCOUNTS - ACTIVITY</b>	<b>7,589.20</b>	<b>1,900.00</b>	<b>1,500.00</b>	<b>-</b>	<b>-</b>	<b>(1,214.46)</b>	<b>9,774.74</b>	<b>9,774.74</b>
<b>DESIGNATED FUNDS</b>								
820100 - Rector's Discretionary Fund	4,136.50	1,799.25				(837.69)	5,098.06	5,098.06
820105 - Assoc. Rector Pastoral Acct.	432.77	-				(432.77)	-	-
820200 - Flowers	2,944.09	270.00	-			-	3,214.09	3,214.09
820231 - Amy Healey Music/Arts Scholarship	100.00						100.00	100.00
820232 - Music Ministry	4,083.03	300.00				-	4,383.03	4,383.03
820242 - Family Ministries Reserve Fund	4,612.66	110.00				(209.96)	4,512.70	4,512.70
820245 - J2A Mission	1,500.00						1,500.00	1,500.00
820290 - Global Ministries	2,493.99	1,500.00	1,000.00			-	4,993.99	4,993.99
820295 - Sabeel	2,162.79	420.00				(533.29)	2,049.50	2,049.50
820300 - Alice Rogers Spiritual Formation Fd	824.95						824.95	824.95
820520 - Capital Improvements	(9,033.52)	1,650.00		141,749.36		(147,343.55)	(12,977.71)	(12,977.71)
820600 - Emergencies/Opportunities	1,485.58						1,485.58	1,485.58
820610 - Food Donations	-	8,150.00					8,150.00	8,150.00
822116 - General Fund	6,284.81						6,284.81	6,284.81
822120 - Other Designated Funds	3,684.50	1,152.69				(779.22)	4,057.97	4,057.97
<b>Total DESIGNATED FUNDS</b>	<b>25,712.15</b>	<b>15,351.94</b>	<b>1,000.00</b>	<b>141,749.36</b>	<b>-</b>	<b>(150,136.48)</b>	<b>33,676.97</b>	<b>33,676.97</b>

The Parish of St. Clement  
 Statement of Financial Position - Monthly  
 December 2020

Accounts

<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
<b>Checking</b>		
100100 - First Hawaiian Bank Checking	\$153,699.93	
<b>Total Checking</b>	<u>\$153,699.93</u>	
<b>Other Current Assets</b>		
110100 - Accounts Receivable	\$0.06	
110200 - Diocesan Portfolio	\$177,917.31	
110340 - Morgan Stanley-Loo Family acct	\$995,886.30	
110345 - Morgan Stanley-Loo Rectors Housing	\$334,233.35	
110350 - Morgan Stanley-General Fund	\$1,890.22	
110360 - Morgan Stanley-Capital Improvements	\$77,587.26	
110380 - Morgan Stanley-Ministry Support Fun	\$48,568.48	
<b>Total Other Current Assets</b>	<u>\$1,636,082.98</u>	
<b>Total CURRENT ASSETS</b>		<u>\$1,789,782.91</u>
<b>Total ASSETS</b>		<u><u>\$1,789,782.91</u></u>
<b>LIABILITIES &amp; Net Assets</b>		
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
<b>Other Current Liabilities</b>		
220100 - Rector's Sabbatical Reserve	\$8,374.57	
220250 - Prepaid Pledges	\$860.00	
220500 - PPP Loan	\$74,905.00	
220700 - Audit Reserve	\$4,336.15	
220800 - Key Deposits on hold	\$400.00	
220810 - Apt Deposits on Hold	\$1,500.00	
<b>Total Other Current Liabilities</b>	<u>\$90,375.72</u>	
<b>Total CURRENT LIABILITIES</b>		<u>\$90,375.72</u>
<b>Total LIABILITIES</b>		<u>\$90,375.72</u>
<b>Net Assets</b>		
<b>Unrestricted</b>		
300000 - General Fund Principal	\$7,299.96	
Excess Cash Received	\$12,560.60	
<b>Total Unrestricted</b>	<u>\$19,860.56</u>	
<b>RESTRICTED/DESIGNATED FUNDS</b>	<u>\$1,679,546.63</u>	
<b>Total Net Assets</b>		<u>\$1,699,407.19</u>
<b>Total LIABILITIES &amp; Net Assets</b>		<u><u>\$1,789,782.91</u></u>

## Funds of St. Clement's – Comparison

	Location	2017	2018	2019	2020 <sup>1</sup>
Parish Memorial Fund** (worship supplies)	DP	20,942.00	19,004.47	16,827.71	17,545.95
	FHB	50.00	-245.00	-31.39	989.95
Brodhead Social and Adult Education Fund* (social events, adult ed, & missions)	DP	43,263.60	45,336.41	48,265.72	50,891.72
	FHB	90.00	0.00	0.00	0.00
Martin (Rectors) Corpus*	DP	5,000.00	5,000.00	5,000.00	5,000.00
Martin (Rectors) Earnings*	DP	1,031.94	1,316.07	1,532.52	1,836.21
General Fund	MS	4,870.03	4,880.07	4,880.07	1,890.20
	FHB	6,284.81	6,284.81	6,284.81	6,284.81
Brodhead Prayer Book & Hymnal*	DP	2,401.07	2,514.14	2,371.44	2,489.54
	FHB	0.00	-69.10	-69.10	0.00
Chapel of Peace*	DP	83,104.20	87,017.71	92,640.16	97,680.48
	FHB	3,545.15	2,718.33	2,474.59	2,168.79
Cooke Organ*	DP	2,192.84	2,250.66	2,396.08	2,473.41
	FHB	0.00	-2,800.00	4,441.00	6,616.00
Ministry Support Fund**	MS	62,338.35	51,883.83	49,754.15	48,568.07
	FHB	0.00	0.00	0.00	0.00
Capital Improvements**	MS	581,701.04	265,256.82	220,636.60	77,586.60
	FHB	0.00	-3,044.94	-5,489.51	-12,977.71
Loo Family Gift	MS	462,054.85	460,127.11	422,488.53	893,840.68
Loo Family Gift - designated for PH maint & upkeep**	MS	74,415.46	74,412.51	72,362.79	72,362.79
Loo Gift for PH maint	FHB	0.00	-1,112.70	0.00	0.00
Loo Rector's Housing Fund*	FHB	6,622.96	6,622.96	0.00	0.00
	MS	324,177.59	325,867.55	326,616.65	334,230.52
Alice Rogers Spiritual Formation Fund**	FHB	824.95	824.95	824.95	824.95
Estate Funds	FHB	180,000.00	259,212.36	259,212.36	0.00 <sup>2</sup>
Other Funds***	FHB	25,893.73	26,033.46	27,635.91	39,544.92

\* Donor Restricted – the donor has restricted the use of the monies to specific uses

\*\* Vestry Designated – the vestry has voted to use these monies for specific purposes

\*\*\* Both – Includes both Donor Restricted and Vestry Designated.

Location of Funds: DP=Diocesan Portfolio; MS=Morgan Stanley account; FHB=Parish checking account at First Hawaiian Bank

The Diocesan Portfolio values are as of September 30, 2020; the values of the Morgan Stanley accounts are as of November 30, 2020; the values of the FHB accounts are as of December 31, 2020. The same cutoff dates were used for the 2019, 2018 and 2017 amounts.

<sup>2</sup> Funds were transferred to the Loo Family Gift Morgan Stanley account.

## Stewardship

Stewardship of the Parish is a year-round activity with many individuals contributing to the health, wealth and nurturing of our members, Parish grounds, school, Chapel of Peace, Parish Hall and Sanctuary.

	*2021	2020	2019
Number of pledges	61	70	82
<b>Total Pledged</b>	<b>\$184,350.56</b>	<b>\$190,943.44</b>	<b>\$229,961.08</b>

\*The 2021 Stewardship campaign is on-going. Last updated January 27, 2021.

## Statistics

Service	Total Attendance	Number of Services
Sunday Worship Services	3,418	103
School Chapel Services	5,045	39
Other Services	625	84

### Pre-Coronavirus Attendance Breakdown:

Number of in-person Sunday services (before COVID shutdown): 22

*\*Given that there were two services per Sunday, we had 11 weeks of in-person services before the March shutdown*

Average Sunday attendance: 93

### Hybrid Service Attendance Breakdown:

Number of Sunday services (after initial shutdown in March): 80

*\*Two services each Sunday — total of 40 weeks of services after the COVID outbreak in HI, this includes online-only services and hybrid services*

*\*After taking hybrid services into account, there were a total of 48 services held ONLY online; and with two services each Sunday, that would be 24 weeks of ONLY online services in 2020*

Number of hybrid services: 32

*\*Two services each Sunday — 16 weeks of in-person and online (hybrid) services*

Average Sunday attendance in-person: 33

Average Sunday attendance online: 47

School COVID Chapel Attendance Breakdown: COVID chapel services began in November. One class attended chapel in-person, while all other classes watched chapel from their classroom via Webex (total of 108 attending each socially-distanced service).

Average attending in-person: 17

Average attending online: 91

School Chapel (Pre-COVID):

Average attending in-person: 143

### Memorial Services

Pam Anderson (Prayers for the Dying)

Beth Bosworth

Elizabeth Chapman Vignato

Jean Overstreet

Lambert Thom

### Inurned

Elizabeth Chapman Vignato

Edna Forbes

Robert “Scott” Gaffney

## **Vestry Resolutions**

The Vestry of the Parish of St. Clement adopted the following resolutions in 2020:

### February

- (Moved/Seconded/Passed) Be it Resolved that the Parish of St. Clement's adopts the following:

Whereas, the current economic uncertainty related to the Covid-19 pandemic makes a loan necessary to support our ongoing operations;

Whereas, the Small Business Administration is administering the Paycheck Protection Program (PPP) SBA 7 (a) loan program to provide a direct incentive for small businesses, including nonprofits, to keep their workers on the payroll.

Whereas, the loan amount is based on 2.5 times the monthly payroll and may be used on payroll related expenses together with rent and certain other expenses;

Whereas, SBA will forgive loans if all employees are kept on the payroll for eight weeks and the money is used for payroll, rent, mortgage interest, or utilities;

Whereas, if 1) the number of full-time equivalent employees is reduced or 2) wages for individual employees making less than \$100,000 per year are reduced by more than 25%, then a portion of the loan will be repayable in two years;

NOW therefore, it is resolved that:

The VESTRY of the Parish of St. Clement's wishes to borrow the maximum amount available under the PPP SBA 7(a) loan program or such lesser amount as the Officers shall determine; and

If permission is granted by the Bishop and the Diocesan Council approve the request to borrow monies under the PPP SBA 7(a) loan program, the officers of the Corporation are authorized to execute a promissory note and such other

documents as are necessary in the name of the Corporation and take any and all action necessary to obtain the loan.

#### April

- (Moved/Seconded/Passed) Be it resolved to appoint Beth Fincke to the position of Vestry clerk.

#### May

- (Moved/Seconded/Passed). Be it resolved that we the Vestry of the Parish of St. Clement do hereby adopt the Safeguarding Policy of the Episcopal Diocese of Hawai'i.

#### June

- (Moved/Seconded/Passed) Be it resolved to accept the Parish Parochial Report which now includes as a part of our financial report the School's revenue and expenses per request of the Diocesan Treasurer.
- (Moved/Seconded/Passed) Be it resolved to accept the School budget for 2020-2021 with the correction that Line 30 should be titled Unemployment Compensation Insurance which the School will now be paying directly into the state Unemployment Insurance system instead of paying separate claims.

#### July

- (Moved/Seconded/Passed) Be it resolved to appoint Cathy Overstreet and Jane Anderson to fill the two vacant Vestry seats.

#### August

- (Moved/Seconded/Passed) Be it resolved to thank Martha Morgan our Treasurer and our accountant Marc Miura for all their work in bringing our financial records up-to-date.

## September

- (Moved/Seconded/Passed) Be it resolved to transfer \$119,364.81 from the Capital Improvement account to the School to cover the Church's share of the expense of asbestos removal and renovations to Buildings B and C.
- (Moved/Seconded/Passed) Be it resolved to give Haaheo Guanson \$1000.00 from the Vestry Discretionary Fund as a gift to her in appreciation and recognition of her services at St. Clement and will be directed to where she designates.

## December

- (Moved/Seconded/Passed) Be it resolved to credit the School's shared expense account the \$10,690 of our Diocesan assessment that was waived due to COVID. (This decision was made because the School's revenues are down due to the drop in enrollment in regular classroom enrollment as well as both the before- and after-school programs.)
- (Moved/Seconded/Passed) Be it resolved to purchase a new video security system from Kama'aina Communications Network for \$7,921.31.

Respectively Submitted by

Beth Fincke, Vestry clerk

## **Vestry Nominations**

Three year terms (beginning in 2021)

Matthew Chapman

Brian Crow

Susan Palmore

Two year terms (Completing vacated Vestry terms)

Jane Anderson

Cathy Overstreet

One year term (Completing vacated Vestry term)

Jayson Harper

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## **Vestry Classes**

January 2021

Mary Carpenter

Helena Ishida

Adrienne Lau

January 2022

Glenn Moir

Holoua Stender

January 2023

Jane Anderson

Amy Schafer

Cathy Overstreet

## **Music**

The Music Ministry at The Parish of St. Clement aims to provide an uplifting experience to its worship and liturgy. Our music is an extension to the liturgy/worship of the Parish and our music team provides strong leadership for participatory worship: through singing together we create the liturgy together.

### **The Choir:**

The choir meets twice weekly for rehearsals, Thursday evenings and Sunday mornings between church services. We are very fortunate to have an extremely dedicated and passionate core of choristers who choose to make St. Clement's a place for their artistic outlet as well as their spiritual home. Our current Choir roster is as follows:

*Sopranos: Cathy Overstreet, Mary Carpenter*

*Altos: Beth Finke, Susan Clifford*

*Tenors: Rich Lowe, Brian Crow, Soane Lino*

*Basses: Rhett Taber, Fred Harrison*

*Organist: Mark Kennedy;*

We have a fully sung service at the 10:15 service. We use the Hymnal 1982, Wonder Love and Praise, Lift Every Voice and Sing II, as well as pieces from outside sources, and genres. We rejoice in singing hymns from the Anglican tradition and Gospel. Our aim is to provide music from many traditions and styles, keeping a wide variety of music which is accessible for the Parish.

### **Music happenings in 2020:**

#### General observations:

I rejoined the St. Clement's community as the Director of Music on January 12th of 2020. I was excited to see that most members of the choir had remained active since my time with them in 2017 and 2018. I was also very pleased to meet a new member of the team, Soane Lino, a very fine and soulful singer, as well as Mark Kennedy, the new organist.

I found the choir to be as I had remembered it: ambitious, dedicated, and down to sing anything. I was also reminded of their camaraderie and the mindfulness they would share with each other. Being a part of a choir is a team sport: it's not about showing off or being better than the other players, but about taking care of each other and working together to achieve common goals. I am very happy to say that this choir makes for a very good team.

Working with Mark has also been insightful. His experience and creativity have opened up new ideas and interpretations that I have not previously considered. One of the projects we had planned for the year was to bring live music to the 7:30 a.m. congregation at least once per quarter or on special days, and on February 23rd, the last Sunday of Epiphany, we shared some service music and an anthem at the early service. We had planned to continue this and prepare something again for Easter and then for Pentecost, but were prevented from doing so by the Covid-19 outbreak.

#### Pandemic and Christmas:

I was at a loss for several weeks after the initial shut down, especially when it became clear that we were in it for the long haul. However, after some research and much experimenting, we were able to figure out a way to bring music from our home to your home. Doing weekly individual recordings and mixing them together later was not something that any of us had signed up to do when we joined the choir, but I was again affirmed and encouraged by the dedication and discipline the members of the choir brought to this process. Since we began the virtual singing in May, most members have participated every single week. Over time we have gotten better at using the less familiar equipment and technology, and improved in the different style of singing it takes to make a successful recording.

In addition to our weekly schedule, in October we began to prepare several anthems and carols for the Christmas Eve service. We all miss terribly the experience of singing in person with one another, but I think I speak for the whole choir when I say that we were happy to be able to at least participate in this way, and regularly share music that was, hopefully, comforting and uplifting throughout this very difficult year.

I would like to acknowledge and give heartfelt thanks to the choir and their hard and consistent work during all of 2020. I would especially like to thank Mary Carpenter and Cathy Overstreet for their steadfast support and encouragement in April and May as we were making the transition towards virtual singing.

Respectfully Submitted,  
Karol Nowicki  
Director of Music

## **Lectors**

Throughout the year, necessary changes were made with out lectors in order to uphold safety measures preventing the spread of coronavirus. During the lockdown period, volunteer readers were requested during the online services, which encouraged new people to join the existing pool. Once we started to have concurrent in-person and online (hybrid) services, we reached out to all of our lectors to see if they were still willing to serve. Many were not ready to attend services in-person, but the new technology we've introduced to our services has allowed us to have readers join us from home via Zoom. On the other hand, readers that are willing to join us in-person are asked to keep their masks on while reading from the lectern, and are given the option to sit in the pews with the congregation or stay distanced by sitting up by the lectern. We are committed to keeping our parish community safe and will continue to follow CDC guidelines for in-person gatherings, however they may evolve in the coming months.

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## **Ushers**

The ushers for the early service (changed from 7:30 to 8:00 in mid-March, due to COVID-19) are Harrison Ishida, Kingsley and Joni Wong and Sandy Souza. The ushers for the 10:15 service are Liz Baldwin, Arthur Buto, Keli'i de Francia, and Terry Ledford. Harrison and Keli'i took leaves of absence because of COVID.

Only one usher was needed during the hybrid services. Ushers did not collect offering - the offering plate was placed in the aisle.

Before the 7:30 service, ushers...

- unlock the padlocks at the gates leading into the school and the Chapel of Peace
- open the COP
- open the doors and windows
- turn on microphones and lights
- put out service bulletins (not needed during hybrid services - liturgy on

presentation screen)

- take out offertory plates (only one was needed during hybrid church services)
- put monies in the sacristy to be counted

At the 10:15 service, ushers...

- record the service for the archives (suspended since mid-March)
- select parishioners to take the elements to the altar for the Eucharist (suspended)
- tidy up the pews after the service
- turn off the microphones and lights
- return the offertory plate to the sacristy
- put monies in the sacristy to be counted
- close and lock the doors and windows
- close the COP and lock the padlock to the gate leading to the COP

Since mid-March, ushers at in-person services...

- check that attendees are wearing a mask
- take temperatures of attendees
- ask attendees to put a post-it on the pew where they sit for sanitizing after the service
- ask attendees to sign in for contact tracing

Ushers are also present at special services throughout the year.

We would love to have YOU join us!

Respectfully submitted,

Sandy Souza [7:30/8:00] and Arthur Buto [10:15]

Coordinators

## **Altar Guild**

Even with the limited number of services this year, the altar guild has continued its usual behind the scenes service to the church, preparing the church for most of its services: polishing silver, filling candles, laundering fair linen and communion linen, setting up for communion and arranging flowers. We adapted as necessary to the changes that had to be made to offer Zoom services and a limited Eucharist. We look forward to returning to a full-service routine.

If you are interested in joining a quiet yet vital ministry to the church and to the glory of God, please consider joining the altar guild. We are an equal opportunity employer, and we provide friendly training. We are especially interested in anyone who can offer his/her services for about half an hour after the 10:15 a.m. service once a month on a reliable basis.

Many thanks to those who have made possible the flowers at the altar each Sunday and Christmas. We are blessed by the generosity of the parish members. Please remember to sign up in the Flower Book at the back of the church with your thanksgivings and memorials or call the church office.

### Altar Guild Members

Pamela Fern	Adrienne Lau
Beth Fincke	Ann Ogilvie
Cecilia Fordham	Pat Sekiya
Kiki Fordham	Sandy Souza
Annette Jim	Liz Baldwin, our bread baker

Submitted by Beth Fincke

## **Chapel of Peace**

Despite the distance necessitated by COVID-19, loved ones were still able to visit their family member(s) inurned in our Chapel of Peace during the pandemic. Before entering the Chapel of Peace, we asked all visitors to complete our contact tracing sheet, as required by law for St. Clement's School.

The pandemic also prompted others from the mainland to call into the church office to inquire about their family members' niche(s). Many hadn't been to Hawaii for years and weren't sure when they'd be able to visit next, so we would share photos of the Chapel of Peace as well as their family niche.

In the meantime, the church office drew up two new forms for the Chapel of Peace. Legal research was done in order to update our Chapel of Peace certificate so to ensure that we complied with any recent changes to the laws concerning columbaria. We also created a new form that made it easier for people to purchase a niche, or have a loved one's information properly marked on an existing family niche.

## **Prayer Chain**

The Prayer Chain was started many years ago by Deacon Dorothy Nakatsuji, who died in 2017. We are a group of parishioners, appointed by the Rector, who pray for those on the Sunday Bulletin List as well as for those on our Confidential List. Anyone can ask for prayers for themselves or for others. When requested, notecards are sent to inform people that daily prayers are being said for them.

**To request prayers, please notify the office at [secretary@stclem.org](mailto:secretary@stclem.org) or 955-7745. Or, you may tell any of the individuals listed at the bottom of this report.** Names appearing on the Bulletin or Confidential Lists receive prayers 3 months. There is also a long term list maintained by the Prayer Chain.

When requesting a name be added to the list, please specify Bulletin or Confidential List and give a short reason for the request. For a card to be sent, please provide an address. When a person you have named has a long term illness or difficulty, please provide an update to the office or Prayer Chain members. If the person recovers or the difficulty goes away, please let the Prayer Chain know that also.

The Prayer Chain meets monthly on a Sunday to pray and meditate together and to share updates on those listed. Currently there are over 60 people receiving our prayers.

Members divide up the various tasks involved. Jane Anderson, Elizabeth McCutcheon, Nellie McLaughlin, Pam McCoy, Kathleen Norris are some of the members. Please speak to the Rector if you are interested in joining the group.

Respectfully Submitted,  
Prayer Chain Members.

## **Family Ministries**

The purpose of family ministries at the Parish of St. Clement is to minister, support, and provide enriching activities in the spiritual journey of our Parish children of all ages. We also strive to include the Parish children in other Parish ministries, our worship services, and other aspects of the life of the Parish, such as church social, outreach, and fundraising events.

With the assistance of Pastor Heather Hill, the Family Ministry Team is comprised of:

- Jessica Stack, who ministers to our Nursery-age children;
- Gail Suzuki-Jones, who ministers to our Pre-K through early elementary-age children
- Michelle Comeau, who ministers to our elementary-age children;
- Scott Suzuki-Jones who ministers to our middle and high school-age youth.

Over 2020, the Family Ministries Team has:

- Adjusted to the constraints imposed by the COVID-19 pandemic.
- Offered Sunday School when the church reopened and provided a safe and supportive environment.
- Planned and implemented Sunday School classes;
- Recruited, organized, trained, and scheduled Acolytes to serve with the clergy in worship services. In addition to serving every Sunday of the year as well as our special Holy Days, our Acolytes are available for memorial and other special services in the life of the Parish;
- Recruited staff and volunteers for the nursery and Sunday school, as well as volunteers for Family Ministries events who donate time, talent, materials throughout the year;
- Provided administrative support for Family Ministries, including submission of agendas and planning meeting minutes, artwork, photographs and articles for newsletters, service bulletins, advertising and Sunday School forms, and

- coordinating with Parish Staff for the Parish calendar and campus needs;
- Collaborated with Pastor Heather on Parish events and activities of common interest to build awareness of the unity between the Church, Sunday School, Choir, and the Church School;
- Unpacked and reset-up the Atrium I & II classrooms after refurbishment – with new flooring, paint, shelving and flooring; and
- Planned and implemented the following Sunday School and Parish family-oriented activities:

January: Acolyte Training

February: Shrove Sunday Breakfast

March: Lenten Mite Box distribution before the pandemic

June: Maddaloni Family *Aloha and Mahalo* Recognition

November: Resumed Sunday School after Stay-at-Home Order

Contributed family Advent activities to the Advent packets sent out to the congregation

December: Christmas “*Elf*” Movie Night and Spaghetti Dinner

Family Christmas Eve Service - Contributed Sunday School video presentation produced by Jessica

Currently: Family Ministries teaches Sunday School classes and plans activities for families with children and the congregation overall.

We appreciate our volunteers and the donations from the congregation to the Nursery, Atriums I & II, and Middle and High School programs, and look forward to being able to gather again more safely and comfortably, and have more family participation in the upcoming year.

Mahalo to all and take care,

The Family Ministry Team!!!

## **Adult Discussion**

The Adult Discussion Group, which meets weekly between the Sunday services at St. Clement's Church is open to anyone who wants to explore and deepen beliefs by reading or watching selected non-Biblical sources and then discussing these in depth. During 2020 the group discussed the following books and films:

- Without Buddha, I Could not be a Christian by Paul F. Knitter;
- If the Church Were Christian: Rediscovering the Values of Jesus by Philip Gulley
- God, Christ, Church: A Practical Guide to Process Theology by Marjorie Hewitt Suchocki;
- Life of the Beloved by Henri J.M. Nouwen;
- Quarks, Chaos, and Christianity: Questions to Science and Religion by John Polkinghorne;
- The Antidote directed by Kahane Cooperman and John Hoffman; and
- Mauna Kea: Sacred Mountain Sacred Conduct filmed by Meleanna Meyer.

The Adult Discussion Group is led by the Reverend George Clifford, Priest Associate. Since March 2020, the group has met virtually via Zoom.

Submitted by Susan Palmore and Leslie Isaki

## **Reading Between the Lines**

Reading Between the Lines met on a weekly basis every week of 2020. It draws approximately 10 regular attendees and utilizes a rotating facilitator. At the onset of the COVID-19 pandemic, we were fortunate to be able to transition to Zoom sessions and have remained online since March. The transition to remote meetings initially made attendance more difficult for a small number of people, yet also increased participation from others. Overall participation has risen slightly, and facilitation has become more balanced across regular attendees. Many participants have expressed how valuable it has been in buoying us through an otherwise stressful year. It will continue in its current format into 2021.

Submitted by Amy Schafer

## **Education for Ministry (EfM)**

Education for Ministry is a 4 year program from the Divinity School at the University of the South, aka Sewanee. We meet one evening a week, September through May. Every week we discuss our readings and have a Theological Reflection to see where God is moving in our world and in our lives. Discussions are respectful and confidential.

Seminar members sign up for one year at a time. First year is Old testament, second is New Testament, third is History of Christianity, and fourth is Contemporary Theology. Weekly readings take 2-4 hours. No tests, no papers to write. Group size is 6 to 12, so everybody has a chance to talk.

In May, Susan Palmore and Keane Akao graduated and received framed certificates. Since late February we have been meeting by Zoom, despite hiccups. EfM has been offered at St. Clement's most years since 2002. The next seminar group will be taking registrations in June.

If you are interested in learning more about this program, please visit our website at [www.episcopalhawaii.org/efm-education-for-ministry.html](http://www.episcopalhawaii.org/efm-education-for-ministry.html). Or please contact Pam McCoy at 808-554-6151 or [pammccoy67@gmail.com](mailto:pammccoy67@gmail.com)

Respectfully submitted,

Pam McCoy

Accredited Mentor

## Church Office Outreach

Prior to the pandemic, our weekday outreach services were available three to four times a week; but in an effort to keep our staff safe and limit possible exposure, we have reduced our weekday assistance to Wednesdays from 10AM to 12PM.

### Food Assistance

Those who stopped by the church office for food were given a brown shopping bag containing canned goods and other non-perishables such as rice or spaghetti. These are the same bags that visitors receive when they come for Food Distribution on the third Saturday of each month. The food was sourced from the Hawaii Foodbank, donation and/or Costco.

**Grand Total for 2020:** 880 households received our bags of canned food and non-perishables. Who makes up these 880 households? 1,474 adults and 520 children.

### Breakdown by Month (April 2020 - December 2020)

Month	Number of Households	Number of Adults	Number of Children	Number of recipients that were employed	Number of recipients that received any sort of government assistance
April	59	80	23	3	14
May	72	124	27	7	17
June	75	145	38	6	10
July	101	196	74	6	17
August	84	148	52	4	15
September	131	230	86	13	22
October	108	198	81	6	12
November	93	173	74	8	12
December	90	180	65	6	10

## Financial Assistance

Anyone who lives in the church's zip code (96822) or lives in a Clean and Sober house is eligible to receive financial assistance from us. For an eligible individual, we will write one \$50 check made out to their landlord or to Hawaiian Electric Company. Recipients can only get one check each year. In spite of that, 2020 was difficult for many so we made some exceptions for individuals that came from a different zip code or needed another check a few months after their first. This program is funded by the Rector's Discretionary Fund; and the Rector's Discretionary Fund is partially funded by the donations received during Little Church Time.

In 2020, 68 individuals received financial assistance, which amounted to a total of \$3,400 given.

[For reference: In 2019, 56 individuals received financial assistance — total given: \$2,800]

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## **Family Promise**

Family Promise of Hawai'i is an innovative program designed to help houseless working families with children transition into sustainable independence. St. Clement's has been a participant since Family Promise began its Honolulu network, thanks to the leadership of Pam McCoy. The program continues to adapt as it meets the needs of the emerging houseless families and their circumstances, the economic conditions, and limited availability of affordable housing. In addition, the parents are provided a variety of types of training, for jobs, childcare, budgeting, building relationships, getting necessary paperwork for assistance. The 2020 conditions for houseless families, massive unemployment and COVID-19 health issues increased demand and challenges. Family Promise increased its association with state and city & county programs across Oahu. Faith and non-profits organizations have expanded in 2020, including the Mormon Church. Camp Mokule'ia was contracted to house and provide for Family Promise for six months, July-December 2020.

### What we do and for whom

St. Clement's has been a support congregation with Family Promise for over a decade. Each quarter we provided assistance for meals at the host church that provides safe sleeping quarters from Sunday to Sunday. 2020 changed the support congregations' role. Contactless, safe meal preparation required different packaging of dinner meals and delivery to a Makiki area apartment complex to each family.

### What we did this year

POSC's Family Promise team was unable to cook and deliver food, provide grab and go breakfast, and meet the requirements of the delivery to the individual families. In the past, each of the team prepared or donated dinners, breakfast foods, milk at their own expense. Estimated at \$200.00 each quarter, a contribution that provide quality assistance and love. POSC Family Promise...

- responded with financial assistance directly to FP to assist to meet the need.
- provided Thanksgiving Dinner for Camp Mokule'ia FP families in order that the Camp Staff could have a day off.
- dropped off household supplies and breakfast foods to the FP center early in the year.

### Who did it?

The St. Clement's Family Promise team and former team members continued to support when called upon. Mahalo to Pam Fern, Kikilia Fordham, Helena Ishida, Pam McCoy, Susan Palmore, Sandy Souza, and Eileen Zorc/Travis Hong family.

Mahalo to Vi Loo & Leslie Isaki who continue to hold FP in their hearts.

### Looking forward to 2021

I am unable to continue as Coordinator of POSC Family Promise program in 2021. It seems an appropriate time to "reboot." In 2020, I had hoped that we could bring the new Leadership at

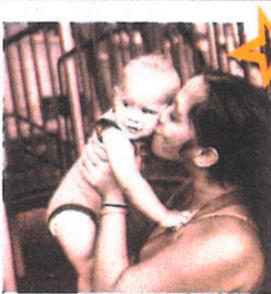
FP Samantha Church, Executive Director, Marissa Commey, Volunteer Coordinator to give a presentation of the needs and vision for Family Promise Hawaii 2021.

Respectfully submitted,

Cecilia Fordham

Retiring Coordinator

# Delivering on our promise!



**380**  
households prevented from falling into homelessness



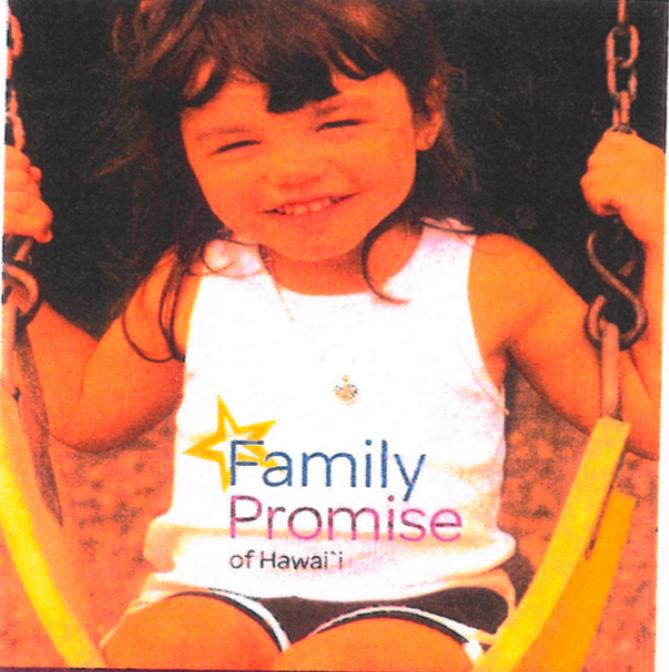
**70**  
households provided emergency shelter and meals



**90**  
households secured permanent housing



**580**  
households accessed basic necessities at drive thru Service Fairs



## Transforming the lives of vulnerable families ✨

*This year has been a challenge. The COVID-19 pandemic and its economic impacts alongside nationwide protests against racial injustice have shed light on the inequity that exists in trying to solve family homelessness. Jobs have been disproportionately lost for low-income workers. Evictions threaten to send thousands of households in our community into homelessness.*

*At Family Promise of Hawai'i, we remain steadfast in our mission to help homeless and low-income families achieve sustainable independence. We are increasing programs to prevent homelessness, divert families from shelter, and ensure long-term stabilization. We have adapted our shelter model to minimize the risk of spreading COVID-19 while serving more families. We are advocating for more resources and better policies to support vulnerable families.*

*The work is hard, but we are committed to providing equitable access to housing for Hawai'i's vulnerable families. Join us by donating, volunteering, and raising awareness about family homelessness. Your support brings hope to a difficult time.*

**Empowering families. Building community.  
Creating solutions.**

*\*full size copies of this flyer are available at the church office*

## **Global Ministries**

Global Ministry was formed after five members of St. Clement's travelled to the Holy Land in 2003. As part of the experience, we were invited by the Rev. Naim Ateek to attend an interfaith service in Jerusalem's old city, held at the conclusion of an international fact-finding SABEEL trip through Israel and the occupied territory of Palestine. We had a chance to speak with Palestinians, both Christians and Muslims, to see and hear about everyday life for Palestinians under occupation.

Global Ministry is the official Hawaii sponsor of FOSNA HI (Friends of SABEEL North America) and works together with JVP (Jewish Voice for Peace), and UH Faculty and Students for Free Palestine.

Since 2004, Global Ministry has been able, with the generosity of the Parish and the parishioners of St. Clement's, to help build a high school for Palestinian girls in the West Bank, specifically pay for a roof; provide a furnace to an Episcopal church in the West Bank so services could be held in the winter and help provide an x-ray machine for the Episcopal hospital in Gaza where it was sorely needed to address the high rate of breast cancer in Gazan women. In 2011, St. Clement's Sunday School kids raised money and voted to send it to children in rehab at the princess Basma Center Hospital in Jerusalem.

FOSNA/Global Ministries, together with JVP and UH Faculty & Students for Free Palestine, has been able to bring Palestinians and others to Hawaii. This began in 2010, when together with our co-sponsors, we hosted a three-day National SABEEL Conference in St. Andrew's Cathedral, supported by Bishop Fitzpatrick. Since then, we have focused on bringing Palestinian speakers once a year, usually in November. Most recently: in 2016, Nooria Erekat, a prominent spokesperson for Palestinian causes often seen on CNN and PBS; in 2017, Steve Salaita; in 2018, Ramzy Baroud, a Gazan native and academic; and in 2019, Yousef Aljami and Rana Barakat, as well as Kehaulani Kauanu, an academic activist for Palestine and Hawaii.

The Rev. Naim Ateek, founder of SABEEL, Palestinian priest and author, was invited by Bishop Fitzpatrick in coordination with Global Ministries/FOSNA, to a 10-day speaking engagement in March 2020. He was scheduled to speak at various interdenominational churches (including ours), meet with interfaith clergy, meet with Hawaiian activists, visit outer islands, and be installed as an Honorary Canon of the Episcopal Diocese of Hawai'i. Bishop Fitzpatrick arranged for a virtual Honorary Canon installation on January 3, 2021. We expect the planned 2020 speaking trip will happen in the Fall of 2021.

We are thankful for the financial support the Parish of St. Clement provides, and for individual parishioner's financial support and prayers.

Global Ministries/FOSNA HI, invites inquiries about our ministry and welcomes new members. Please address questions to Pam McCoy, Mary Carpenter, or Beverly Davis.

Prayerfully Submitted,

Beverly Davis for Global Ministries of St. Clement's



## **The Institute for Human Services (IHS)**

The Parish of St. Clement stopped making and delivering meals for IHS because of coronavirus. Instead, we began to make monthly donations to cover the cost of the meals we would normally prepare.

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### **RYSE/YO! House**

St. Clement's Parish has supported the YO (Youth Outreach) House for about fourteen years, cooking a monthly meal. We also began supporting RYSE (Residential Youth Services and Empowerment) before it even opened by helping to raise funds for a shelter for street youth. The past 2 ½ years we have been cooking the final Wednesday before the last Thursday of every month for both YO House and RYSE.

In 2020 our cooking plans changed dramatically in March due to the pandemic. We cooked very few meals. Finally, in November due to a loosening of restrictions, we were able to fix our usual Thanksgiving feast. RYSE now has four houses open, and we had turkey, stuffing, mashed potatoes, vegetables, cranberry sauce, and pies for all four houses. The young people were stuffed and happy. In December the young RYSE people got another great treat thanks to Candace Love. She had 15 pizzas, 150 boneless chicken wings, and sauces for all delivered from Pizza Hut.

We hope to resume cooking in 2021. Volunteers are always welcome!

Submitted by Jane Anderson

## Food Distribution

Despite the fact that we are no longer making hot meals due to COVID-19, we continue to distribute grocery bags thanks to Holoua Stender, The Carpenter Family, Beth Fincke, Jayson Harper, The Wong Family, and Pam Fern. A special thank you to those that continue to donate canned goods to the church.

This year we became a distribution point for the Hawaii Food Bank's Kūpuna Box program.

<b>Month</b>	<b>Number of Households</b>	<b>Number of Adults</b>	<b>Number of Children</b>	<b>Number of recipients that were employed</b>	<b>Number of recipients that received any sort of government assistance</b>
April	59	80	23	3	14
May	72	124	27	7	17
June	75	145	38	6	10
July	101	196	74	6	17
August	84	148	52	4	15
September	131	230	86	13	22
October	108	198	81	6	12
November	93	173	74	8	12
December	90	180	65	6	10

## **Carnival Parking Fundraiser**

Our 2020 Punahou Carnival Parking Fundraiser was a success and together we raised \$5480.00.

Mahalo to all you that donated their time and a special Mahalo to:

- Jane Anderson for your effort to organize a call list to get more volunteers to sign up during crunch time when we needed more coverage.
- Nellie McLaughlin and Adrienne Lau for your donations, especially for our aprons. It was totally needed and I'm so grateful.
- Alofa Carpenter and Beth Fincke for covering for me when I had to leave on Friday.
- Sandy Pleskacz for the best food table we ever had. You went beyond what your duties called for.
- The members of our St. Clement's School 'Ohana who answered the call for more donations (such as sharpies, pens, etc.), most of which we will be able to re-use for future fundraisers.

In 2021, Punahou Carnival will be virtual due to coronavirus, so St. Clement's will not be having a parking fundraiser this year.

Best Regards,

Keli'i de Francia

Fundraiser Event Chair

## **Farmers Market**

As we all know, 2020 was a unique year of challenges for everyone, some, more so than others. This was truly a time when one could apply the adage, “a glass half full versus a glass half empty”. Count our blessings or dwell on our restrictions and losses, you choose.

Makiki Farmers Market, after a little more than a month’s forced shut down because of the pandemic, was lucky enough to be deemed an “essential business”. Thanks to our vestry, we requested and were allowed to reopen in May. This was a true blessing to our vendors, half of whom had nowhere else to do business as all State & County venues were closed to them. A blessing, as well, to our community as it provided a safe option to purchasing fresh fruits & vegetables, prepared meals and cooked-on-site meals. Additionally, it was an opportunity to have a safe venue for short, in-person chats with friends & neighbors, safely, while maintaining physical distancing and wearing masks. Unfortunately, some of our vendors were not able to participate due to various reasons connected with the pandemic, but we were fortunate to have a couple new vendors join our ranks.

The vendors are additionally grateful in that we have not and are not collecting the weekly rental, making this a true ministry. A heartfelt “Mahalo” goes out to the anonymous parishioner who has underwritten this ministry to offset the loss in income that we usually receive from the Market.

We thank all who support the Market and look forward to a better & safer 2021.

Me ke Aloha,

Pam Fern

Market Monitor

# SCHOOL SNAPSHOTS

## Classroom Renovation



## Bathroom Renovations



## Financial Manager's Office



## Teacher's Lounge



## Sunday School Classroom



***Mahalo to all contributors!***

Save the Date:  
Next Year's Annual Meeting  
January 30, 2022



**The Parish of St. Clement**

1515 Wilder Ave.  
Honolulu, HI 96822

(808)955-7745

[stclem.org](http://stclem.org)