



Faith and Focus 2030

A Strategic Vision and Living Action Plan



Church of the Holy Apostles

**1407 Kapi'olani Street
Hilo, Hawai'i 96720
Phone: (808) 935-5545**

May 2020

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Pili pa‘a no kāua me kealoha a mau loa
We come together in love and hope; we stand as one

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May 2020



Vision

We are an open community living God's love, grace, and reconciliation through Jesus Christ.

Mission

With God's help, we are called to be like Christ through service, worship, learning, prayer, and celebration.

Core Values

*Church of the Holy Apostles is a **welcoming** and **inclusive** congregation that follows Jesus Christ through **love**, **worship**, and **fellowship**. These are our core values:*

<i>Welcoming</i>	<i>we eagerly greet and welcomed all</i>
<i>Inclusive</i>	<i>we respect all beliefs, backgrounds, and ways of living</i>
<i>Love</i>	<i>we express our love of God through love for others</i>
<i>Worship</i>	<i>we praise God, pray together, and partake in the sacraments of communion and baptism</i>
<i>Fellowship</i>	<i>we offer opportunities to share our aloha and strengthen the community of the church</i>



CHURCH OF THE HOLY APOSTLES

Aloha Kākou,

When I first visited with Church of the Holy Apostles (CHA) in April 2017, I was here as a supply priest for Easter Vigil and Easter morning, during which we baptized a new baby. I will never forget the atmosphere of exuberant joy and love that I experienced among the people of this congregation that weekend. It was prior to ever considering a partnership in ministry together. The love of God and warmth of spirit that the people of this church showed me and exuded as a community drew me in and impressed upon me. Fast-forward five months to September 2017, I relocated to Hilo from Honolulu (originally from New Jersey) to join this vibrant, loving, community of Christ-followers.

Together we grew in faith and focus when our community faced the Kīlauea lava eruption of 2018. In the face of communal anxiety, disaster, and emergency, we drew strength and resilience from Christ to come together and serve those impacted within our own congregation and throughout the wider community. I knew then for sure what I earlier suspected, that this was a congregation of courage and great faith. As has shown to be true across the Episcopal Church, there seemed to be a rising longing among us for growth, not only growth in members, but growth in spirit, religious education, and diversity, deeper relationship with God and prayerful living. So as God would have it, the Holy Spirit inspired a spring to action here at Church of the Holy Apostles. Through a discernment process with the Vestry on visioning, and then by the lay leadership of Susan Gagorik, the Vision Process Team took shape to eventually create this: Faith and Focus 2030, which you can read more about in the Overview. God is living and moving among the people here gathered helping us grow in likeness to Christ that we may share Christ's unbounded love in the world.



In Christ,

Katlin

The Reverend Katlin E. McCallister; Priest-in-Charge
May 17, 2020

Dear Heavenly Father,
We ask for your blessing for this Vision created by the people of Church of the Holy Apostles.
We present this to you as a living document which will guide our spiritual growth in the present and in the years to come.
We ask that you provide your guidance and fill us with hope as we evolve and grow in your spirit.
May your light shine brightly within us. *Amen.*

Overview

In May of 2019, we (Church of the Holy Apostles) decided to seek the advice and council of our membership in the development of a ten year plan. The result is this: **Faith & Focus 2030: A Strategic Vision & Living Action Plan.**

We knew that our existing membership was strong, dedicated, and committed, but we realized that, in addition to addressing on-going needs, such as infra-structure maintenance and improvements, as well as funding and growing our existing programs (ministries), service to the greater community was both possible and necessary. Overall, we had much to offer, but a long-term documented strategy, with attainable short-term milestones, would move us quicker and more efficiently in a positive direction.

In order to be strategic and conduct a comprehensive process with broad input by our congregation, Faith and Focus addresses the following questions:

- Who are we?
- Where are we today?
- Where are we headed?
- Where do we want to be?
- How will we get there?
- Are we getting there?

These last few questions cannot be over-emphasized. Activities cost money. Some cost a lot and yield little, while others cost much less and yield more. A mature, pragmatic analysis was going to be necessary.

Church leadership (lay and pastoral) had our own ideas, but we realized that new thoughts, new approaches and perhaps even new priorities might open us up to new

possibilities. So, we formed a Vision Process Team (VPT) with the directed task of soliciting any and all ideas of both our membership and guests.

All input was welcomed and seriously considered. To keep it simple, we only asked the congregation four questions:

1. In one to five words, what do you love the most about Church of the Holy Apostles (CHA)?
2. What changes would you like to see at Church of the Holy Apostles that we can try right now?
3. What will Church of the Holy Apostles look like in 10 years? IMAGINE Church of the Holy Apostles in 2030!
4. Pretend a generous donor just gave Church of the Holy Apostles a sizable donation. How would YOU spend this money to further our work in Christ?

Over 800 discrete suggestions were forthcoming—an overwhelming and even humbling number! While we (leadership and ministries) had been diligently going about our day-to-day business, the congregation had new ideas and visions in abundance.

Needless to say, some ideas were similar, but the Vision Process Team was committed to ensuring that each person's input was accurately captured and considered. We consolidated suggestions only after debating what might differentiate such words as greet and welcome, music and hymns, parish life and fellowship, more family events and family dinners, and so on. The task became far more involved than any of us expected.

As you will see, we created factsheets to collect current information, templates to track our thoughts and made graphs and charts. When possible, we tried to assign new recommended ideas to our already existing 23 ministries. However, there were many ideas that fell under no existing ministry, so we organized what we had into a seven new recommended ministries. As you review this document, you will notice that some of the ministry titles are similar; i.e., Buildings and Grounds and New Buildings and Grounds. The differences are explained primarily by what we were already addressing and what a different group of parishioners might consider addressing in the future. Buildings and Grounds for example, addressed maintenance of our existing facilities while New Buildings and Grounds could begin to identify, prioritize, and concentrate on new construction, etc. Again, our analysis of strengths and skills sets revealed that we had some construction experts in the congregation.

The process was not unlike the formation of the VPT itself. What started as a two person team eventually expanded to a total of ten, with each person bringing unique and much valued talents.

In December of 2019, the VPT met with the entire congregation to help prioritize the suggested new ministries, get their input on our Vision, Mission, and Core Values and even choose a title for this very document. Engagement and ownership was paramount.

As a living document, changes are expected. Therefore, copies of this Living Action Plan will always be available in the church office, the sanctuary, and from any of the lay leaders. It is thorough, including instructions on how to create a new ministry, a glossary of terms, a demographic analysis of our church's population area, a personal gifts assessment to help individuals determine where their talents might best be appreciated, and more.

As you review this plan, please pay careful attention to the details and goals of each ministry. A summary defines the overall purpose and lists tasks and responsibilities, etc. Note that similar interest ministries are grouped under Focus Areas. Members of the vestry and the Vision Process Team members will help guide and support each Focus Area ministry, assuring that the plan is being executed as designed.

In-depth descriptions identifying the actual leaders and members of each ministry, as well as a complete list of goals are included. They will evolve and change as we grow and be prioritized by ministry members. If you are not sure a particular ministry is a fit for you, please contact the ministry leaders.

The Vision Process Team thanks you for your input, your participation, and your on-going commitment to help Church of the Holy Apostles achieve the ambitious goals you've set forth for us in the upcoming decade.

With God's help,

Church of the Holy Apostles Vision Process Team



Vision Process Team Members (L to R): Amy Kaawaloa, Steve Hryniuk, Susan Gagorik, BJ Saito, Pastor Katlin McCallister, Diana Kahler, Jim Penny, Deb Sakurai-Horita and Karl Eschbach. (Penny Chu not pictured)

"If you can dream it, you can do it." Walt Disney

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Glossary of Vision Terms

The Vision terms are placed in order of understanding the process and not in alphabetical order.

Visioning - A process in which our congregation envisions the future we and God wants for us, plan how to achieve it, and take steps to implement it. Involves using our imagination and dreaming big with opportunities to develop leadership and discipleship skills and apply our gifts. As a community of faith, we achieve our shared vision by working on what we are passionate about. As we grow and develop as individuals and leaders; we ultimately, grow as a congregation. (See Appendix A)

Vision Timeframe - A target year we select as a goal for when our Vision will be achieved. Often between 10-50 years. We have selected 2030.

Vision Statement - An overall image of what we and God want us to become and how that will look at a specific point in the future. It is an inspirational expression in words and images using our greatest God-given potential.

Mission Statement - Answers the questions: Why are we here? What do we need to do to achieve our Vision? A Mission statement reveals the type of organization we are.

Core Values - Our most deeply held shared ideals and beliefs against which our Vision is measured. These beliefs serve as guiding principles for our internal conduct and how we want to live, work, play, and worship with others.

Sustainability - Our goal is to ensure that we meet the needs of our current members without compromising the needs of future generations. We strive for sustainable decision-making practices.

Vision Process Team (VPT) - The Steering Committee that shepherds the vision process. They create a timeline and organize key events & opportunities to ensure an actively engaged congregation. Once the plan is approved, we are superseded by a new Vision Implementation Team (VIT). VPT members join the VIT as mentors and coaches during Implementation to apply their new-learned skills. (See Appendix B & C)

Senior Leadership - The Priest-in-Charge, Associate Priest, Senior Warden, and Junior Warden. (See Appendix C)

Speakout - A public opportunity that encourages community input.

Constraints - Factors or circumstances that may impede, limit, or challenge our capacity to implement a ministry, goal, or action. This could include opposing forces, limited resources or finances, trends or economic forces, or acts of nature beyond our control. We strive to turn constraints into opportunities.

Opportunities - Favorable factors that promote positive outcomes or bring value or benefit and increase the probability of success.

Glossary of Vision Terms (cont'd)

Trends - Key external forces of change that drive our faith-based community and the larger community into the future. Trends help us to acknowledge constraints or obstacles that impact implementing our Vision.

Easy Wins - Vision-friendly ideas, events, activities, or projects that are visible and can be organized and accomplished simply, inexpensively, and quickly-ideally in less than one year. Also known as “low hanging fruit.” Ministries are encouraged to implement easy wins.

Living Action Plan - Our plan for how we intend to achieve our vision. It includes current ministries with existing tasks and goals and new ministries to meet future needs. A “living” plan evolves and changes as we grow.

Focus Areas - Central themes around which our vision ministries are grouped. All ministries fall under one of the five (5) focus areas we have identified.

Strategy - A major initiative or action that falls under a focus area. Although most plans use the term strategies, we use the term Ministry to define our strategies.

Ministry (as defined within context of this plan) - A major strategy or initiative that is carried out by members of CHA as a way of expressing our faith and commitment to carry out Christ’s work in our church, the wider community, and the world. Ministries rekindle our passion and train us as leaders and disciples

equipped to follow God’s call. All ministries fall under a Focus Area. Uniquely, the term ministry identifies both the initiative and its implementer.

Action - A specific event, project, or activity that ministries work on to fulfill their purpose. Actions may include ongoing tasks, responsibilities, or new goals to accomplish.

Vision Implementation Team (VIT) - Consists of all co-chairs/contacts for ministries who oversee the implementation process. They meet regularly to ensure progress toward achieving our Vision. The success of our plan relies on us “working together” collectively and collaboratively. Implementation monitors progress to keep us on track and guides change as we move forward. The VIT hosts Ministry Fairs to encourage succession planning and sustainability.

Lead Partner - One who owns the ministry and could be us, other churches, organizations, or government agencies. They coordinate the project but rely on supporting partners for success, i.e., we are the lead partner for the Lincoln Park Ministry.

Supporting Partners - One who supports a larger ministry that is consistent with our Vision. i.e., we are a supporting partner for Peanut Butter Ministry and the Salvation Army Feed the Hungry.

Five (5) Year Action Plan Update - The recommended timeframe for updating our Living Action Plan-2025.

PART I: WHO ARE WE?

We are Church of the Holy Apostles

“The reason I love being at Holy Apostles is because it is such a caring, sharing, welcoming community. As a Hawaiian I especially like that we recognize and honor Hawaiians through their king and queen.”

Uncle Nate Cockett

We are Church of the Holy Apostles

No matter where you are in your spiritual journey, the Church of the Holy Apostles welcomes you, hopes to know you, and aspires to support and nurture you as we walk together with God. We practice radical inclusion and encourage anyone who wishes, to join us in thanksgiving for God's unconditional love. All are welcome to partake in fellowship gatherings, outreach ministries, serving the church, and intellectual engagement with scripture and theology.

We are an open, affirming, and loving faith community, and the only Episcopal/Anglican parish in the Hilo area. We value tradition and reason in addition to scripture, to meet the challenges of today's world while proclaiming hope, and we find no conflict between our faith and science. We worship together in community and individually through prayer, music, scripture, education, liturgy, and sacraments, while combining good works and service in outreach to our island community and beyond.

We partake in our baptismal covenant, most especially by seeking and serving Christ in all persons and loving our neighbor as ourselves. We continually strive for justice and peace among all peoples and respect the dignity of every human being regardless of age, economic circumstances, ethnicity, family configuration, abilities, gender, nationality, religion, or sexual orientation. We affirm that we are all children of God and we have a strong desire to be the face and hands of God in this earthly life. We strive to share in Christ's love and presence with every person we meet.



We have deep roots in Hawaii starting with King Kamehameha IV and Queen Emma. The Episcopal Church in Hawai'i began in 1862 when King Kamehameha IV and Queen Emma invited the Church of England to Hawai'i. The King and Queen supported the Church's establishment throughout the islands with gifts of land and by founding the Cathedral of St. Andrew in Honolulu. Queen Emma also founded Queen's Hospital (now Queen's Medical Center) and St. Andrew's Priory School for Girls in Honolulu. The last Queen of Hawai'i, Queen Lili'uōkalani, depended upon the spiritual support of the Episcopal Church during and following the overthrow of her reign in 1893. The Missionary District of Honolulu became the Diocese of Hawai'i in 1969 and celebrates King Kamehameha IV and Queen Emma Day (Feast of the Holy Sovereigns) annually on November 28.

The establishment of St. James Mission in Waimea on Hawai'i Island in 1903 was CHA's mother church. In 1908, Sunday School children of the Church of the Holy Apostles in Philadelphia, Pennsylvania, sent a donation for a church to be planted in Hilo. As tribute to that generous donation, the mission was renamed for its young

benefactors. The original church stood at the corner of Waiānue Avenue and 'Ululani Street and served for over 50 years. In 1961, the congregation moved to its present location on Kapi'olani Street and incorporated endemic, prized, koa wood panels as well as stained glass windows from the old site.

From its beginnings, Church of the Holy Apostles has had a total of 15 vicars, 5 rectors, and 1 Priest-in-Charge. It moved from mission status to a self-sustaining parish in 1972. Our parish as St. James Mission housed a day school for children for over 20 years, a tradition that continues to this day in the leasing of our parish hall to Joyland Pre-school (Crossnet Ministries). We also make our facilities available to a variety of organizations throughout the week as part of our outreach commitment to our community.

We encourage action to promote racial-reconciliation, relief from poverty and homelessness, recovery from addiction, and compassion toward any people enduring suffering of any form within our communities, the nation, and the world. We believe it is our responsibility to preserve and care for our earth, all its inhabitants, and its resources. To this purpose, we are ready and willing to serve, lead, and take active roles in special projects locally as well as globally – remembering that the work of love is always first priority and foremost in our lives.



Because we see faith as a journey, we invite you to come with us and be a part of it. God invites everyone and so do we. We believe that Jesus calls his church to be a compelling force for good in the world and that we have been created to be a part of something larger than ourselves.

If you think God is calling you to be a part of a community that is trying to make a difference in our world, that wishes to proclaim the message of Jesus Christ, but doesn't presume to have all the answers, come and journey with us! And WELCOME!

PART II: WHERE ARE WE TODAY?

Profile

“The Church of the Holy Apostles is a place to worship freely without animosity or prejudice.”

Aunty Dora Kraul

Profile

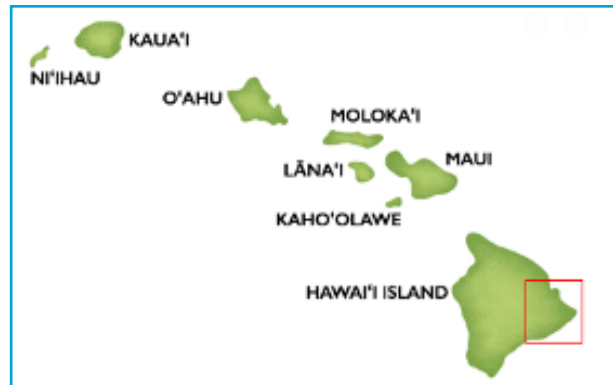
Church of the Holy Apostles (CHA) is located in Hilo on the Big Island of Hawai'i. The Big Island is the youngest and largest of the Hawaiian Islands. It is more than twice the size of all the other islands, accounting for over 63% of the state's total land mass. It also boasts 11 of the 13 micro climates on earth, more than any other place. The Big Island's diversity in location, climate, flora and fauna, as well as demographics makes this place truly unique. The University of Hawai'i at Hilo (across the street from Church of the Holy Apostles) is the most diverse campus in the United States.

Within the state of Hawai'i, there are 37 Episcopal worshipping communities, about half on the island of O'ahu, home to the state capital of Honolulu. Honolulu is located 210 miles northwest of Hilo, making Church of the Holy Apostles the most distant parish from the Cathedral of St. Andrew and the most distant from any other parish or mission.



The Big Island is home to six Episcopal Churches. Starting from the eastern part of the island in Hilo is **Church of the Holy Apostles**. Going north is St. Columba's in Pa'aulo, St. Augustine's in Kapa'au, St. James' in Kāmuela (Waimea), Christ Church in Kealakekua, and in the south, St. Jude's in Ocean View.

The Church of the Holy Apostles is located at 1407 Kapi'olani Street in Hilo, Hawai'i. To the east is the Pacific Ocean, and to the west a great bit of unoccupied land between Hawaii's two most prominent volcanos, Mauna Kea and Mauna Loa.



The population of Hilo (oldest city in all of Hawai'i) is still less than 50,000 (and **decreasing**). In 2010, the Hilo population was 43,263, declining to 41,615 in 2018. Overall, the Big Island's population is **increasing**, growing from 186,738 in 2010 to 200,381 in 2018. These are the population statistics state-wide as of 2018:

State: 1,427,538

City and County of Honolulu: 988,650 (Oahu)

Hawaii County: 200,381 (Big Island)

Maui County: 166,348
Kauai County: 72,159

Membership in Church of the Holy Apostles is less than 200 in 2020. Attendance experiences seasonal fluctuations (people with second homes). CHA also sees a steady number of visitors, primarily from the mainland. Average weekly Sunday attendance is over 100.

Members who attend regularly come from as far north as Nīnole (18.5 miles, just south of Laupāhoehoe) and as far south as Volcano Golf Course (30 miles). Thus, our demographic area is large, which means our demographics differ from Hilo proper.

Strengths, Weaknesses, Threats/Challenges, Opportunities

Strengths:

Church of the Holy Apostles enjoys a very committed membership. As this Plan identifies, we currently sustain 23 active ministries, with three (3) additional ministries coming aboard in 2020. Our church facilities are adequate for the existing membership and are currently shared with other non-CHA related organizations. This both allows us to spread our blessings and fulfill some of our outreach goals. We are centrally located in Hilo, allowing us to serve a large portion of eastern Hawai'i (the Big Island). Church of the Holy Apostles is absolutely inclusive, even radically so. We are open to anyone who seeks salvation through Christ.

Weaknesses:

We have an aging membership, with many members falling into the senior citizen category. Our Sunday school attendance (currently on the first and last Sundays of the month), routinely draws less than ten attendees. Our facilities, although currently adequate, are aging and in need of constant repair and update. We have not addressed the local Hispanic population (almost 14%).

Threats/Challenges:

Church of the Holy Apostles is located in the tropics, which means there are threats of hurricanes, tsunamis, flooding, earthquakes, and volcanic action. Kīlauea, Mauna Kea, Mauna Loa, and Hualālai volcanoes are still active. Hilo is frequently identified as the wettest city in America, so mold due to the humid climate is always a concern. Maintenance of our facilities is a constant challenge.

Although Hilo's population is over 40,000, Church of the Holy Apostles membership is less than 200. On very busy days, our parking lot is inadequate. Although the church experiences favorable tradewinds, there are days when heat is a problem. The majority of planned givers to the church have been on the list for 30 or more years. Income versus expenses is an on-going issue. Keeping up with new technologies (as relates to the physical facilities, communications, including social media, etc.) and regulations is an unknown and potentially expensive challenge.

Opportunities:

The University of Hawai'i at Hilo (most diverse in the United States) is located mere feet from Church of the Holy Apostles. The existing members have the capacity to increase CHA's overall endowment. There are eager and talented parishioners available to address the New Building and Grounds to-do lists. Our priest-in-charge needs to be confirmed in 2020 as a rector. The Living Action Plans' three new ministries will address several of the challenges raised by the congregation. In fact, a new sound system has been graciously gifted by David and Chele Hryniuk, a new basketball hoop has been gifted and installed by Mike Perdue, and lighting on the lanai gifted and installed by Chad and Jennifer Walker. (All without impacting an already tight budget)!

Update: As Covid-19 was declared a pandemic in March of 2020, the entire state of Hawai'i was quarantined with instructions to observe social distancing and discontinue organized religious services. This was a threat to the manner in which we have historically worshipped but provided opportunities to reach a population of people we have previously not considered. The use of social media has expanded our population reach with online visitors reaching from the entire continental United States and Western Europe.

PART III: WHERE ARE WE HEADED?

Trends - External Focus of Change

“When I came to Holy Apostles in 1977, what I wanted was a congregation that was welcoming, accepting, loving, and supportive, and they were all that to me. I will never attend any other church.”

Aunty Charlotte Holmes

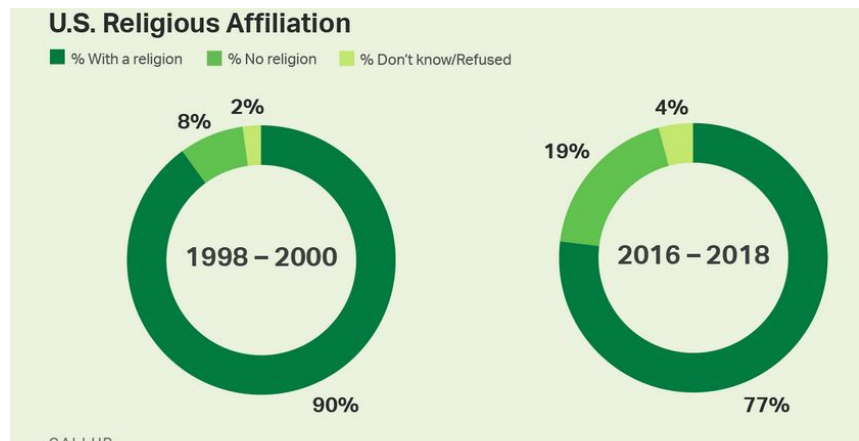
Trends: External Forces of Changes

Nation-wide Trends:

Faced with an aging population, a nation-wide trend in declining attendance as well as an overall decline in people who identify as religious (Appendix D), much less Episcopalian or even Christian, many challenges face us. Such issues provided an impetus for the creation of this Living Action Plan.

Failing to execute the Plan is not an option. Stated simply, we must grow our parish by addressing our weaknesses and threats/challenges and expanding our horizons while still serving the needs and desires of our enthusiastic and committed congregation.

The good news is that we are absolutely **inclusive**, welcoming anyone who comes in contact with Church of the Holy Apostles. We must constantly assess whether our ministries are addressing the overall needs of our demographic draw area as well as those of our existing parishioners.



	1998-2000	2016-2018	Change
	%	%	pct. pts.
Traditionalists (born in 1945 or before)	77	68	-9
Baby boomers (born 1946-1964)	67	57	-10
Generation X (born 1965-1979)	62	54	-8
Millennials (born 1980-2000)	n/a	42	n/a

Note: Given that Gallup's polls are based on the 18+ U.S. adult population, the 1998-2000 time period would have included only a small proportion of the millennial generation.

There is reason for concern, as evidenced by Appendix D. The charts shown have been excerpted from an article written by Jeffery M. Jones, with the information being sourced to Gallup. The title of his article is "U.S. Church Membership Down Sharply in Past Two Decades."

Among Jeffrey Jones highlights:

- Half of Americans are church members, down from 70% in 1999
- Most of the decline is attributable to an increase in percentage with no religion
- Membership has fallen nine points among those who are religious

We have much to work on!



King Kamehameha IV Alexander Liholiho

Queen Emma Kaleleonālani Na‘ea Rooke

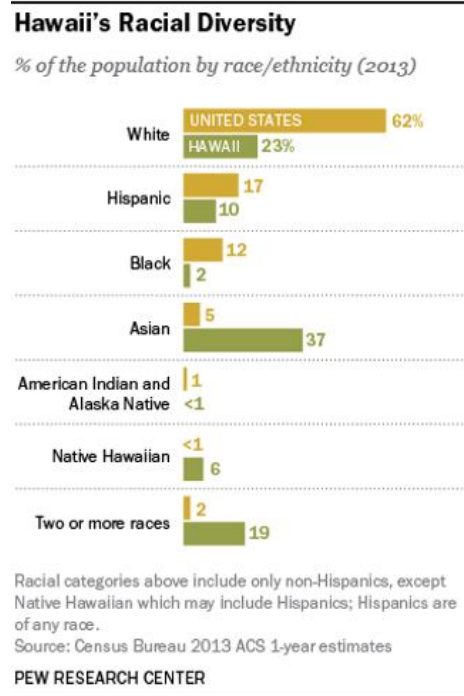
Hawaii Diversity, Challenges and Racial Reconciliation

The first European to set foot in Hawai‘i was Captain James Cook, who landed on the island of Kaua‘i in 1778. Cook, who named the islands after the Earl of Sandwich, returned a year later and was killed in a confrontation with Hawaiians at Kealahou Bay, on Hawai‘i’s Big Island. Between 1791 and 1810, King Kamehameha conquered other rulers and united the entire archipelago into one kingdom. Hawai‘i’s first king, who died in 1819, is still feted with floral parades every June 11, King Kamehameha Day.

In 1820, the first Christian missionaries arrived. Shortly afterward, Western traders and whalers came to the islands, bringing with them diseases that devastated the native Hawaiian population. Hawaiians had numbered about 300,000 when Cook arrived. By 1853, the native population was down to 70,000. The Episcopal Church in Hawai‘i began in 1862 when King Kamehameha IV and Queen Emma invited the Church of England to Hawai‘i. The King and Queen supported the Church’s establishment throughout the islands with gifts of land and by founding the Cathedral of St. Andrew in

Honolulu. Today, the Hawaiian population is making a comeback as shown in this chart above. However, the reality is that there is a great mix of races due to generations of culture blending. Many of our parishioners born in Hawaii would identify as “more than one race,” or “native Hawaiian.” Racial reconciliation (a concern of the Episcopal Church in America - ECUSA) means something dramatically different in Hawaii. Hawaiians have a legitimate history of not being treated fairly by what many still view as “conquerors.”

Church of the Holy Apostles Demographic Analysis



Much as the Big Island of Hawai'i can lay claim to being the most diverse place on earth, the University of Hawaii, Hilo (directly across the street from the church) is identified as **the most diverse** campus in the United States. Similarly, Church of the Holy Apostles (representing East Hawaii on the Big Island) can lay claim to having the most diverse population pool.

Church of the Holy Apostles draws attendees from as far north as Nīnole, Hi (18.5 miles north of Hilo) to as far south as Volcano Golf Course (30 miles south of Hilo). This shows the enormity of the area in which we serve.

Church of the Holy Apostles' population pool demographics (race, ethnicity, and age) from Nīnole to Volcano Golf Course area was prepared by Karl Eschbach, Vision Process Team Member. See Appendix E.

Karl's analysis of Church of the Holy Apostles' population pool shows significant differences from the demographics of Hilo alone. He further notes that there are hidden observations that are not immediately apparent in the statistics, such as an “exodus” of females between the ages of 18 and 26. Karl ascribes this exodus to the high cost of living in Hawai'i (although East Hawaii is among the lowest costs in the entire state). These young females are taking their children (a target focus of our outreach programs) with them. We consider this a potential constraint to the long-range future of Church of the Holy Apostles.

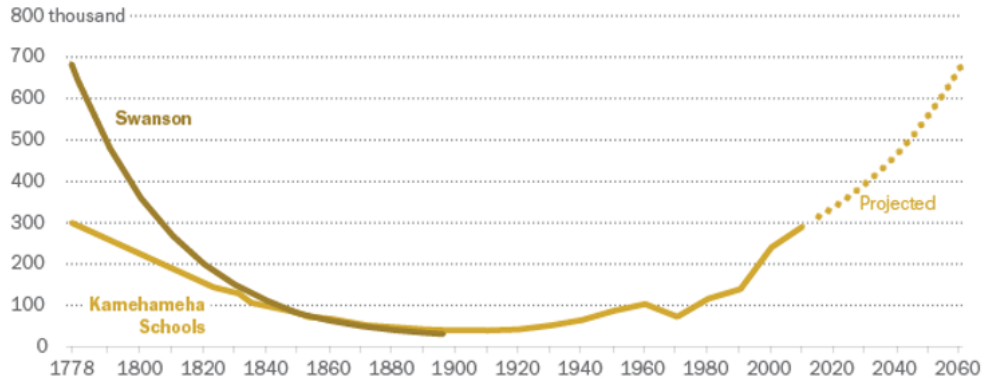
Interestingly, but not surprisingly, an influx of mostly white married retirement-age couples are migrating from the U.S. mainland. Getting the word out that a welcoming Episcopal church is located in Hilo remains a continuing challenge. Currently, our church population expands in the winter months as “snowbirds” make their way to their summer residences. One of our goals is to perform more in-depth demographic analysis to better serve our congregation.

We Are Prepared

With all of these constraints, how do we turn them into opportunities to grow a healthy and thriving church? Parts IV, V, and VI have answers!

Native Hawaiian Population Makes a Comeback After Sharp Decline

Estimates of the Native Hawaiian population in Hawaii



Note: Swanson data counts only Native Hawaiian population; Kamehameha Schools includes those who are Native Hawaiian alone and in combination with other races in 2000 and after.

Sources: David Swanson, "A New Estimate of the Hawaiian Population for 1778, the Year of First European Contact"; Kamehameha Schools 2014. Ka Huaka'i: 2014 Native Hawaiian Educational Assessment. Honolulu: Kamehameha Publishing

PEW RESEARCH CENTER

PART IV: WHERE DO WE WANT TO BE?

Vision, Mission, and Core Values

*“I will pour out my Spirit
on every kind of people:
Your sons will prophesy,
also your daughters.
Your old men will dream,
your young men will see visions.*

*The Message
Joel 2:28/Acts 2:17*



Vision

We are an open community living God's love, grace, and reconciliation through Jesus Christ.

Mission

With God's help, we are called to be like Christ through service, worship, learning, prayer, and celebration.

Core Values

*Church of the Holy Apostles is a **welcoming** and **inclusive** congregation that follows Jesus Christ through **love**, **worship**, and **fellowship**. These are our core values:*

<i>Welcoming</i>	<i>we eagerly greet and welcomed all</i>
<i>Inclusive</i>	<i>we respect all beliefs, backgrounds, and ways of living</i>
<i>Love</i>	<i>we express our love of God through love for others</i>
<i>Worship</i>	<i>we praise God, pray together, and partake in the sacraments of communion and baptism</i>
<i>Fellowship</i>	<i>we offer opportunities to share our aloha and strengthen the community of the church</i>

PART V: HOW WILL WE GET THERE?

Our Living Action Plan

“You didn’t choose me, remember; I chose you, and put you in the world to bear fruit, fruit that won’t spoil. As fruit bearers, whatever you ask the Father in relation to me, he gives you.

John 15:16

The Message

Our Living Action Plan - Introduction

Introduction

Just as every community is distinct and special, every action plan has its own unique identity, style, and characteristics.

Our Living Action Plan is based on five (5) Focus Areas or overarching themes – Worship; Spiritual Formation, Wellness & ‘Ohana Building; Governance; Outreach; and A Transformed & Vibrant Future. Our fifth focus area is the incubator for identifying and growing our new ministries. It is a place of nurturing and where a new ministry is given the space, time, and support it needs to organize and build its sense of identity, team building, and focus. After one to three years of stability, the new ministry will find its’ permanent home in one of the four (4) Focus Areas.



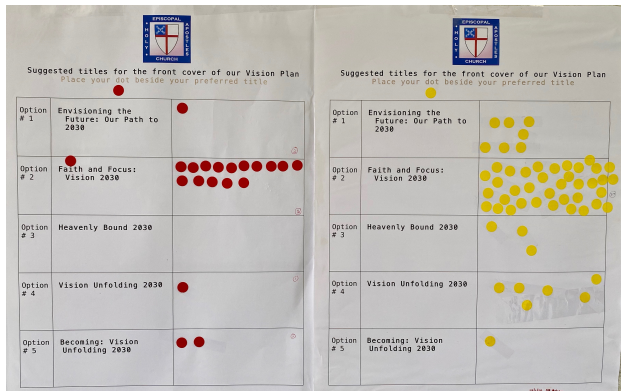
Every Focus Area has a vision and description for the types of ministries that fall within the Focus Area. This allows ministries with common visions to be placed together and also to guide and welcome new ministries. It is like way finding-as we move forward to the Vision, it is important that we provide guidance as we expand and grow so that we remember where we are going.

Our Living Action Plan reflects where we are today and how we plan to move forward to achieve our Vision in 2030. It includes all the existing ministries that we are involved with as well as the new 2020 ministries that we will be initiating to move us forward. Including our existing ministries provides a baseline and reality check for us. It was only through this visioning process that we discovered that we have 23 ministries. That was a big surprise for us. Due to the large number of ministries, we need to be cognizant of taking on more than we can handle. The new Vision Implementation Team (VIT) will need to look at this and possibly consider how our current ministries can work more efficiently without causing burnout. Our Vision is already in motion, so change will happen quickly. As we move toward implementation, with a Strategic Vision and Living Action Plan, we do so with more direction and intention. Everything has a life cycle and so do our ministries. Some will always be here-like our Governance ministries, some will have a specific purpose and task and once accomplished, will close shop. Some may struggle and fall behind, others will persevere and go through varying tides. These are exciting times.

Change is inevitable as the saying goes, but with a clear Vision, Mission, Core Values, and Living Action Plan to guide us, we can look forward to growing our family and a bright future.

Engaging Our Congregation

In all communities, civic engagement is the very core of what makes life as a community rewarding and fulfilling-being able to make a difference by having opportunities to be involved in problem solving, decision making, and shaping the future of our church. What a powerful and exciting community to be a part of! Civic engagement also values transparency and ownership; and it deepens the relationships that are built when people gather to make a difference.



To ensure that we involved our congregation throughout the visioning process, we held various events & opportunities to learn more about our ministries; we asked the congregation for input and to help us prioritize; we provided periodic updates during both services; and updated the vestry at all their monthly meetings. It took almost a full year from holding our initial meeting to the final presentation at the vestry for approval of this plan. Although engaging

the congregation extended our timeline and provided challenges, we would have it no other way.

The following highlights our efforts to engage our parish during the vision planning process:

May/June, 2019

Introduced the concept of leadership building and value of Visioning to Vestry. Held separate meeting with Pastor and Senior and Junior Warden to answer questions and gain support for Visioning plan. Vision Process Team (VPT) began weekly meetings.

July 14 & 21, 2019

SpeakOut held with congregation to ask four questions for two Sundays. Large group on lanai with easels and two small focus group meetings convened by a facilitator and recorder.

July 22-Aug 21, 2019	Subsequent to the SpeakOut, followed up with parish members not present by individual interviews and sending questions via emails and mail.
September 21, 2019	Invited Ministry leadership to a group meeting to explain the Visioning Process and to ask their help in completing Fact Sheets to gather information about our ministries.
December 1 & 8, 2019	After recording all 800+ comments, we sorted them by potential implementers of existing ministries and new ministries, and we polled members to prioritize proposed seven new ministries and asked input on selecting a name for our plan.
January 26, 2020	Powerpoint presentation to the congregation highlighting: Vision, Mission, Core Values, Focus Areas, Existing & New Ministries, Implementation-Next Steps, and remaining timeline.
February 16, 2020	Newly elected Vestry convened. Pastor informed Vestry of timeline for presentation of plan at March meeting; with decision at April, 2020 meeting.
March 15, 2020	Faith and Focus 2030: A Strategic Vision and Living Action Plan for Church of the Holy Apostles presented to Vestry. VPT members provided overview and answered questions. Two-week comment period.
March, 2020-May, 2020	During this period we continued to update and edit the design layout (release of this document was delayed due to official corona-virus quarantine).
May 17, 2020	Vestry meeting – plan discussed and vote called. FAITH AND FOCUS plan was approved by Vestry.
May, 2019-May, 2020	Note: the VPT co-chair updated the Vestry at every monthly meeting.

Focus Areas and Ministries

FA1	FA2	FA3	FA4	FA5
<p>Worship</p> <ul style="list-style-type: none"> Altar Guild Choir and Music Worship Servers Worship Team Welcome Team Fellowship Team 	<p>Spiritual Formation, Wellness, & 'Ohana Building</p> <ul style="list-style-type: none"> Family Life Expanded Parish Life Expanded Adult Faith & Spiritual Growth Lay Eucharistic Visitors Kanikapila 	<p>Governance</p> <ul style="list-style-type: none"> Buildings & Grounds Finance & Stewardship Vestry Diocesan Delegates Strategic Visioning 	<p>Outreach</p> <ul style="list-style-type: none"> Feed the Hungry Lincoln Park Meals on Wheels Peanut Butter Ministry Disaster Relief Ministry Hale Iki Interfaith 	<p>A Transformed & Vibrant Future</p>
<p>NEW 2020 Ministries</p> <ul style="list-style-type: none"> Congregational Care Buildings & Grounds Communications & Promotions <p>Ministries for Community Conversation</p> <ul style="list-style-type: none"> Young Families (Newborn – 6th grade) College Outreach Youth (7th – 12 grade) Outreach 				

Focus Areas

Ministries

Our Living Action Plan

FOCUS AREA 1: WORSHIP

Focus Area Vision: Worship of God is the heart of this community; our worship services glorify God, enrich our spirits, proclaim the Gospel of Jesus Christ for all people, and are rooted in the Anglican-Episcopal tradition as embraced by Hawaiian royalty.

This focus area includes ministries that shape our worship experience, maintain and care for our sacred space, respect our Hawaiian tradition, and consider our Pacific-Islander culture in tradition and practice.

1. Altar Guild

Purpose: Keepers of the Sacred Space.

- Prepare sanctuary for Holy Communion on weekly basis
- Prepare sanctuary on special occasions; i.e., funerals, weddings, meetings, church clean up days
- Prepare Altar for services
- Provide or purchase flowers on a weekly basis and for special events for arrangement at the Altar
- Clean and cover Altar after services, launder linens, and tend to communion vessels
- Provide support for Clergy as needed
- See that the Sanctuary is orderly, i.e., clean water in Baptismal Font, keep fresh votive candles at prayer station
- Goal: Train additional members
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Co-Chairs: Elizabeth Bell and BJ Saito

2. Choir and Music

Purpose: Enrich the congregations' worship experience with song and music.

- Choir serves as a unified ensemble for Sunday, 10:00 am services (Sept-May) and for special services, such as through Holy Week and Christmas Midnight Mass
- Choir rehearses weekly for 1-1/2 hours from September through May
- Provide year round organ or piano music at 10:00 am Sunday services or as requested by Priest-in-Charge
- The Choir performs on occasion at public events such as the Annual Interfaith Concert
- Opportunities exist for volunteer accompaniments, solo performances, special instrumental offerings, guest musicians, guest directors, and in-house composers. Perform, occasionally, at community events and caroling
- Review and consider congregations' input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Chair: Rick Mazurowski-Organist/Choir Director, Minister of Music; Doug Howell-Accompanist, Composer

3. Worship Servers and Acolytes

Purpose: Lay people serve in assisting to lead worship services as Lectors, Intercessors, Eucharistic Ministers, Acolytes, Crucifers, and Thurifers.

- Servers are licensed and trained by clergy
- Serve on a rotating schedule for all Sunday and special services
- Adhere to the worship customary provided by the clergy concerning practice, attire, and expectations
- Are scheduled by a lay volunteer
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Evette Tampos or Doug Adams

4. Worship Team

Purpose: Assist Priest-in-Charge (PIC) with worship plans.

- Meetings scheduled and chaired by PIC to plan & implement liturgy throughout year, especially for Advent, Christmas, Lent, and Easter, as well as generate ideas and assist with plans for other services such as weekday Noonday Prayer, Evening Prayer, Compline
- Consider practices and customs used in worship for our cultural context
- Think-tank for decorations on special occasions
- Coordinate logistical details for all special events and services, such as Beach Mass, Holy Sovereigns, etc.
- Integrate Hawaiian language into our service when appropriate
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Pastor Katlin

5. Welcome Team

Purpose: Welcome visitors and newcomers to feel invited, comfortable, at home, and part of our family when they walk in the door at CHA.

- Greeters: On Sundays, welcome visitors with name tags, lei, fresh bread, and hospitality; assist with signing guest registry, if interested
Lei makers: make ribbon lei that is given to each newcomer
- Name tag organizers: arrange name tags on board and keep up-to-date
- Postcards: postcards are sent to visitors to build further relationship
- Breadmakers: bake fresh bread for visitors
- Church Directory: 2018 version was an effort of collecting contact information, pictures, and printing; oversee updates and print 2020 edition
- Goal: Revise and update existing promotional material, such as postcards, brochures, and business cards
- Goal: Design a new name tag board
- Goal: Provide new cushions
- Collaborate with new Communications and promotions ministry
- Review and consider congregation's input from July 14 & 21, 2019 SpeakOut (see Appendix F, G, H)

- Co-Chairs: Barbara Gallop and BJ Saito

6. Fellowship Teams

Purpose: Create an atmosphere of fellowship.

- Designated teams prepare and serve food each Sunday, including coffee and beverage
- Goal: Grow and expand size of the fellowship teams
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Any person serving on fellowship teams, listed in bulletin each Sunday

FOCUS AREA 2: SPIRITUAL FORMATION, WELLNESS AND 'OHANA BUILDING

Focus Area Vision: We nurture life-long learning for spiritual growth and Episcopal faith formation, as well as cultivate spiritual friendship so that our community is a family to one another and all who seek community belonging.

This Focus Area includes ministries that offer opportunities to grow spiritually, encourage discipleship, evangelism, and leadership development through prayer and study, develop our God-given gifts and skills to support each other and the community in ministry, as well as ministries that cultivate deeper community.

1. Family Life

Purpose: Faith formation for children and family centered events; intended expansion to include youth (middle and high school age) and parent-centered faith formation and events.

- Host Sunday School for elementary age children
- Recruitment and training for Sunday School teachers
- Director of Family Ministry coordinates schedule for Sunday School teachers
- Teachers currently serve in teams of two that rotate for class on the first and last Sunday of each month, as well as special occasions

- Collaborates with Priest-in-Charge to host monthly chapel services for Joyland preschool, including ukulele accompaniment
- Review and consider congregation's input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Lindy Marzo, Director of Family Life Ministry

2. Expanded Parish Life

Purpose: Coordinate social and fellowship activities to support and to grow and strengthen relationships among our 'Ohana.

- A team purchases and maintains supplies for Sunday fellowship after Sunday services and coordinates logistics for Sunday potlucks
- Based on Vision Process SpeakOuts and Surveys, consider activities and events such as: lunch bunch, dinner groups, game night, book clubs, and outdoor activities
- Review and consider congregation's input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Pastor Katlin

3. Expanded Adult Faith & Spiritual Growth

Purpose: Enrich the faith of adults and provide life-long learning spiritual growth opportunities.

- Hold classes and series to increase our religious and spiritual development
- Provide instruction for preparation and enrichment for Baptism, Confirmation, Re-affirmation, Reception, and Marriage
- Offer spiritual practices, such as Centering Prayer and Labyrinth Prayer Walks
- Goal: Train interested members for Prayer Teams and Healing Prayer
- Goal: Spiritual Direction & Spiritual Discernment
- Goal: Explore Home Fellowships and Men's and Women's Groups, if interest arises
- Goal: Network with other Episcopal churches

- Review and consider congregation's input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Pastor Katlin

4. Lay Eucharistic Visitors

Purpose: Bring the sacrament of Holy Communion to those who are physically unable to attend worship services at the church.

- Train lay people to bring Holy Communion to people's homes and medical centers, including liturgical requirements, licensing, and etiquette
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Pastor Katlin

5. Kanikapila

Purpose: Spread the love of Hawaiian music by playing in a jam session. *Kani* means sound; *pila* means any string instrument in the Hawaiian language.

- Gather the community at our church to play the ukulele with other accompaniment instruments and singers on a monthly/quarterly basis
- Share other people's talent by leading songs they are interested in sharing
- Teach songs to all who are gathered
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Chele Hryniuk, Michael Purdue, Lisa Lyon

FOCUS AREA 3: GOVERNANCE

Focus Area Vision: We are Sacramental, Participatory, Transparent, Receptive and Responsive.

This focus area includes ministries of leadership that provide the framework for how we function together within the wider diocese, manage our facilities, oversee our operating procedures, decision-making & policy, and incorporate sustainability practices & measures.

1. Buildings and Grounds

Purpose: Oversee the maintenance, repairs, and care of physical campus and structures.

- Care for and maintain our church campus; including landscaping
- Develop an annual list of priority projects for the budget, as well as a maintenance handbook
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Junior Warden

2. Finance & Stewardship

Purpose: Develop and monitor the annual budget of income and expenses, including endowment funds, treasurer's reports, and stewardship campaigns.

- Create an annual budget for the upcoming year
- Review and monitor current income and expenses on a monthly basis
- Provide monthly report to the vestry
- Oversee audits
- Represent our church at Diocesan Finance workshops
- Plan and oversee annual Stewardship practices and pledge drive
- Goal: Generate fresh ideas for raising funds
- Goal: Write grants
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Finance Chair: Ed Reiners; Stewardship Co-chairs: BJ Long and Rick Witter

3. Vestry

Purpose: Partner with the Priest-in-Charge to lead the congregation in matters of finances, policy, vision, and mission.

- Vestry members are elected by church congregation at Annual Meeting each January
- The Vestry is chaired by the Priest-in-Charge and includes the Senior and Junior Wardens and appointed treasurer and secretary
- The Vestry is responsible for:
 1. Attendance on a three-year term at monthly meetings, annual retreat, special events, and Bishop's visitations to the parish
 2. Parish finances and administration
 3. Ensure maintenance of building and grounds
 4. Represent and support the congregation
 5. Ensure the preparation of a congregational profile to search for a Rector in consultation with the Office of the Bishop in times when search for Rector is required
 6. Serve as Vestry-in-Charge (VIC) on Sunday mornings and special services
 7. Enact the goals of the congregation's strategic plan; participate in Vision Process Team's ministry and collaborate with the Vision Implementation Team to prayerfully discern and see through God's call for this congregation.
 8. Other matters in the congregation's life as needed or requested by Priest-in-Charge
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Sr. Warden

4. Diocesan Delegates

Purpose: Elected delegates represent our parish within the Diocesan Education Day and Annual Meeting.

- Attend a 2-day convention consisting of Education, Fellowship, and Polity
- Report back to the congregation at a date requested by Priest-in-Charge
- Contact: Sr. Warden

5. Strategic Visioning

Purpose: Prayerfully discern a long-range vision, mission, core values, and living action plan to guide our congregation on the path Christ has for us.

- Create a Vision Process Team (VPT) to serve as steering committee to shepherd the strategic visioning process
- Create opportunities to engage congregation during the Visioning process
- Promote the importance of collaboration among ministries to ensure the plan is implemented, remains active and living; and encourage monitoring progress
- Goal: Transition to Implementation with the support of a new Vision Implementation Team (VIT) consisting of ministry co-chairs who work together to problem-solve, share resources, chart progress, and celebrate successes
- Goal: Vision Process Team members to serve as coaches and mentors to the VIT and with new & non 2020 ministries, using their new learned skills from the planning process
- Goal: Revisit and update, as needed, the Vision, Mission, Core Value, and Living Action Plan every five (5) years
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Co-Chairs: Susan Gagorik and Diana Kahler (successor to Penny Chu)

FOCUS AREA 4 : OUTREACH

Focus Area Vision: We seek and serve Christ in all people, strive for justice and peace, spread God's love and respect the dignity of every human being, including care for God's creation.

This focus area includes ways in which we serve and support our larger community, both locally and globally.

1. Feed the Hungry

Purpose: Provide a nourishing meal without charge to anyone who attends.

- Currently meals are served on the first Sunday of each month at Salvation Army on Ponahāwai Street

- A team organizes the preparation of food a week in advance by planning the menu, shopping, and preparing food at home
- An additional team serves the dinner, which includes set up and clean up
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Goal: Recruit more people and prepare more food
- Contact: Dorri Goodrich

2. Lincoln Park

Purpose: Share Christ's love and care with people who gather around Lincoln Park, often people who are without a home or living in poverty and facing addiction.

- Currently, the clergy officiate an abbreviated Holy Communion service in Lincoln Park on first Sunday of each month that is informal and hospitable to those gathered
- Personal care bags are given out to anyone who desires one
- Personal care bags are coordinated by volunteers who do the shopping (expenses paid by church) and assemble bags for distribution
- Success: Acquired and distributed eight second hand bikes to individuals at Lincoln Park
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Contact: Carol Wozniak, Present; Maria Jampolsky, Previous

3. Meals on Wheels

Purpose: To offer a gesture of kindness and support for food security to Kupuna in community

- Small goodie bags are assembled with snacks and a note from the church to be distributed through the County Office of Aging
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Goal: Recruit more helpers
- Contact: Diane Cockett

4. Peanut Butter Ministry

Purpose: Provide a nourishing meal without charge to anyone who attends.

- Currently, on the third Thursday of each month, one team prepares meal and a second team serves dinner at the Methodist Church on Waiānuenuenu Avenue
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G, H)
- Goal: Recruit more helpers
- Contact: Laverne and Roy Daimaru

5. Disaster Relief Ministry

Purpose: To aide our community in times of disaster.

- Our congregation holds membership in Volunteer Organizations After Disaster (VOAD), a national disaster response organization, to collaborate with other local organizers to be prepared for any disaster in our local community
- During times of disaster, we partner with Episcopal Relief and Development
- After the 2018 Kīlauea Eruption, we held fundraisers to support large relief efforts, such as transitional housing, assisted with meals at the emergency shelters, collected donations for distribution, and partnered with Kīlauea Hui.
- Goal: To distribute relief funds to people in need of assistance for recovery
- Goal: Continue to partner with other organizations to support disaster and relief efforts
- Review and consider congregations Input from the July 14 and 21, 2019 SpeakOut (See Appendix F, G, and H)
- Contact: Pastor Katlin

6. Hale Iki Garden

Purpose: Sustain the garden project developed at Hale Iki homes.

- This congregation was a significant contributor to the building of Hale Iki in its original purpose to act as lava evacuee housing. It has since been repurposed and is currently operated by Neighborhood Place of Puna to house families transitioning out of homelessness

- The sustainable garden was implemented by one of our congregation teenagers and her family and friends
- Congregation volunteers may work with the coordinator and residents to do regular maintenance of gardens; i.e., weeding, watering, planting, picking of vegetables
- The coordinator does holiday themed activities for residential children. For example, cookie decorating, Easter eggs, etc.
- The ministry includes teaching residents on utilizing the garden for healthy cooking
- Goal: Recruit new successor to coordinate and continue this project
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (See Appendix F, G, and H)
- Contact: Catherine Chow

7. Interfaith

Purpose: Collaborate with other faith communities.

- Continue membership and participate in Interfaith Community in Action (ICIA) on the fourth Tuesday of each month and encourage our congregation to participate .
- Goal: Continue to collaborate with and support common goals among other faith communities
- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (See Appendix F, G, and H)
- Contact: Pastor Katlin

FOCUS AREA 5: A TRANSFORMED AND VIBRANT FUTURE

Focus Area Vision: We are a vital congregation following Jesus with enthusiasm, seeking growth of the Body of Christ, and open to transformation.

This focus area includes new and emerging ministries in their initial one through three years of formation to encourage dialogue, collaboration and coordination, strategic planning, and discerning Jesus Christ's path for us with clarity and direction. This

effort includes an approach to ministry that is integrative and collaborative, so that we see our value and belonging in the community we hold with each other. After a period of stability and effectiveness, the ministries would intend to resettle within our existing focus areas.

NEW 2020 MINISTRIES

Based on our congregation's input from our SpeakOut held on July 14 and 21, 2019, poll results on December 1, 2019, and the value of communications as fundamental to engaging our congregation and growing our ministries and church family, the following are supported as new 2020 ministries. Interested individuals are encouraged to review the congregation's comments on these ministries and prayerfully discern to join the initial conversations which will be announced in the upcoming months.

1. Congregational Care

Purpose: Congregation helping congregation.

- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (See Appendix F, G, and H)
- List of interested individuals to determine possible date to convene an initial meeting

2. New Buildings and Grounds

Purpose: New construction and development.

- Review and consider congregation's Input from the July 14 and 21, 2019 SpeakOut (see Appendix F, G and H)

3. Communications and Promotions

Purpose: Making connections, assist church leadership with communications and promotion projects

- Improve our sound technology – *completed!* New PA system, channel mixer and speakers donated January 2020
- Goal: Livestream worship
- Goal: Post audio and video sermons for use on website
- Goal: Promotions plan
- Goal: Research a upgraded gateway sign and new banners with a draft proposal for vestry

- Coordinate with the Welcome Team to look at overlapping actions
- Review and consider congregation's input from July 14 & 21 SpeakOut (See Appendix F, G, and H)
- Contacts: David Hrynuik and Deb Sakurai-Horita

MINISTRIES FOR COMMUNITY CONVERSATION

The following four ministries, although not selected to move forward in 2020, are of growing interest and requested members of the congregation are encouraged to hold community conversations as we work to integrate these ministries over time.

- **Young Families (newborn to grade 6)**
- **Youth (grade 7-12)**
- **College Outreach (Hawai'i Community College and University of Hawai'i at Hilo)**
- **Outreach (other than what we are currently engaged in)**

PART VI: ARE WE GETTING THERE?

Implementation: Our Call to Action

“I love Church of the Holy Apostles because of the way we can focus on God’s word above all else.”

Catherine Chow, graduating senior 2020

Implementation: Our Call to Action

Implementation is about turning Vision into Action. We all have high hopes of seeing an active and working vision and action plan that does not end up sitting on a shelf. Especially our Vision Process Team, who after a year of weekly meetings and an arduous and dedicated effort to be inclusive in engaging our congregation in various steps along the way, have finally found their task completed.

We've worked hard at creating a multi-purpose plan that can be used by almost everyone. Our senior leadership and vestry are encouraged to use the Plan in their daily decisions. For ministries, the Plan serves to help them set goals based on our congregation's input, and learn to prioritize. It can also serve as a promotional document to recruit new volunteers. Hopefully, our congregation will be inquisitive and look through the plan to find interesting information or answers to their questions and new visitors or the public will be drawn to Church of the Holy Apostles because we have what they are searching for.

Implementation, primarily, addresses the question: Are We Getting There? So as we move forward, it is important that our Plan provide tools and resources that will help us. You will find these resources in our Appendices I, J, K, and L.

Sometimes we are distracted and move off the track or away from our Vision. Monitoring progress helps to keep us on track. Also, it is important to identify our accomplishments and celebrate our successes! Monitoring also helps us keep in touch with our ministries and be aware of their "health and wellbeing" so we can stop, listen, and problem solve to make changes along the way.

We have a lot to work on, so taking care of the people who work on ministries is also critical. Implementation will challenge us to set realistic goals, value succession planning, and work hard. Experience tells us that people will move on and off the various ministries. Therefore, having a consistent and dedicated effort to support our ministries will help keep us on the same road toward the vision.

Implementation gives us a little nudge on the shoulder, to remind us that working together will bring about change in a positive and wonderful way for the Church of Holy Apostles! For all of us, we can feel a sense of assurance, that as we walk forward toward our Vision and embrace our Mission and, especially, our Core Values- Welcoming, Inclusive, Love, Worship, and Fellowship-that God is truly Great!

Our Implementation Wheel – the Key to Success



Implementation Recommendations

Our plan has twenty-three (23) existing ministries and three (3) new ministries to initiate in 2020. To make a smooth transition into implementation for our senior leadership, vestry, ministries, and congregation where we work together in unison, the Vision Process Team outlines the following seven (7) recommendations as important steps to launch implementation:

1. Vision Implementation Team (VIT). This team would consist of all ministry co-chairs and contact persons and be formed to ensure implementation is collaborative-to encourage listening, team building, and idea sharing. Meeting as one collective team rather than only working in silos will help us see the value of how each ministry serves as a helping hand to uphold the Vision. The VIT reminds us that “we” have a common goal and purpose and we can make a difference as one ‘Ohana serving God.

Initially, the VIT would meet to review the Action Plan to guide ministries in goal setting and working through the ideas that the congregation recommends for our future. Other opportunities include sharing successes & challenges, identifying new annual goals, problem solving with team support, sharing resources, training, grant writing, and fundraising. Occasionally, working on a common project together could strengthen camaraderie and even avoid duplication of efforts.

- On a scheduled basis the **VIT** would meet semi-annually, initially, on the fourth Saturday in April and October to function as one overarching team.
- Vision Process Team members are committed to joining the VIT the first year to guide and coach the process.
- **Ministry Fairs** are encouraged to continue and be hosted semi-annually, on the second Sunday in February and August to recruit new volunteers for the ministries, train new leaders and grow capacity, as needed, to incorporate succession planning.

2. Existing Ministries and New Ministries are the focus champions and will continue to serve and fulfill our call to serve God. The role of ministries to monitor progress, changes, challenges, and successes are encouraged with the following:

- **Ministry Monthly/Semi-Annual Progress Reports** are already in motion and should continue to be submitted to the Vestry by co-chairs and contact persons to highlight their ongoing tasks, accomplishments, monies spent, report any challenges, and forthcoming goals they hope to achieve. **Monthly reports** would only be required if monies were expended, a major event were held, or goal(s) achieved. Otherwise, a **Semi-annual report** would be submitted. Reports would be due monthly or by the second Sunday in July. (See Appendix for report forms)

- **The Annual Progress Report** would also continue to be submitted to the Vestry from Ministry Co-chairs to measure progress against the Vision Plan, highlight yearly accomplishments, summarize final budget expenses, and articulate goals for the upcoming new year. Reports will be due the second Sunday in January and to be included at the church's Annual Meeting (held in January). Information to be used to update the Action Plan on an informal annual basis.
- **Ministry Input in Annual Budget Review Process** was initiated in 2019 during the Vision Process and encouraged to continue to allow ministries a voice in articulating their goals with funding requests. Note that the mere submittal of a request does not guarantee receiving funds.

3. Our Congregation. As we remember our baptismal commitments, let us go forth and carry Christ's work of reconciliation into the world according to the gifts given us by taking our place in life, worship, and governance of the church. There are many options for us to serve through our Living Action Plan by supporting our 26 existing and new ministries by:

- Joining one or more ministries
- Taking a Spiritual Gifts Assessment to help you align your passion and gifts with finding and serving on the ministries that call you

4. Vestry. The Vestry's responsibility is to enact the goals of the congregation's strategic plan and collaborate with the Vision Implementation Team to prayerfully discern and see through God's call for this congregation. As a leadership body, keeping a connection with our ministry leaders makes us visible and easier to approach. To foster relationship-building with our ministries, we recommend that the Vestry:

- Convene the VIT's semi-annual meetings during the initial first year of formation
- Form teams of two (2) to connect with each of the five (5) focus area ministries on continuous basis. Being available as "go to persons" should Focus Area ministries need support, help, or encouragement will also help keep the Vestry in touch with ministries and strengthen bonds.
- Continue to allow ministries to participate in the annual budget review by creating a deadline for submittals.

5. Vision Process Team (VPT). The VPT will have completed their responsibilities upon adoption of the Plan. Although no further organized meetings will be held, team members will be available on an individual basis to assist with transitioning into the Implementation phase and serve as mentors and coaches to be consulted in the following ways:

- VPT members will commit to attend VIT meetings and be available to guide and coach the VIT during the first year of implementation.
- VPT members will join each of the three new Ministries breaking ground in 2020 for the first year. They will assist with formation and convening of interested people (Communications & Promotions, Congregational Care, and New Buildings are Grounds). A VPT member will also assist other ministries that were not selected by holding community conversations for interested individuals.

6. A Five-Year Action Plan Update. Our Living Action Plan is encouraged in order to keep pace with changes that occur within our parish as well in our larger church family, surrounding island community, and world. In 2025, a new Vision Process Team would need to be identified to shepherd the initiative. In order to update the plan in 2025, the team would need to come together in 2024.

7. Guidelines for Forming a New Ministry. Upon adoption of Faith and Focus 2030, we will have 26 ministries – which is both a blessing and a challenge. Our three (3) new ministries for 2020 came to life from our broad inclusive SpeakOut with the congregation. Guidelines are important during the interim, between 5-year action plan update years so new ministries follow our Vision. Ideally, a new ministry would only be established if it cannot be integrated into an existing ministry and there is leadership and support from other ministry leaders and the congregation. (See Guidelines for New Ministry Formation in the Appendix J)

Implementation Tips

The following general implementation tips will keep everyone engaged and moving forward as we implement our Action Plan:

- Utilize the plan and keep it off the shelf by making it available through various media and locations – online, hard copy, in the church
- Have fun while working!
- Encourage church leaders to use the Living Action Plan in every day decision making, applying for grants, and making creative financial decisions
- Get to know the people you work with – make new friends!
- Follow your passion, listen for God’s call, use your talent & gifts (not always in this order)
- Guide church leadership on how to use the plan by defining roles & responsibilities
- Monitor progress, accountability is key
- Remember, there’s a ministry for almost everyone!
- Track ministry milestones, visually, by charting in a timeline
- Stay focused on goals - know your ministry boundaries
- Brainstorm opportunities where all ministries can work together
- Share ministry highlights and changes with the wider congregation
- Celebrate our successes!

“If you are working on something exciting that you really care about, you don’t have to be pushed. The vision pulls you.”

Steve Jobs

ACKNOWLEDGEMENTS

Mahalo to the following individuals for your support of the vision process at the Church of the Holy Apostles:

Head of the Church

Our Lord and Savior Jesus Christ

Presiding Bishop

The Most Reverend Michael Curry

Bishop of the Diocese of Hawaii

The Right Reverend Robert L. Fitzpatrick

Priest-in-Charge

The Reverend Katlin E. McCallister

Priest Associate

The Reverend David Glaser

Senior Warden

Douglass Adams (2019-2020)

Junior Warden

Catherine McPherson-Tamos (2019-2020)

Parish Administrator

Amy Kaawaloa

Minister of Music

Paul "Rick" Mazurowski

Family Ministry

Lindbergh Marzo

Treasurer

BJ Long (2019)

Ed Reiners (2020)

Vestry Secretary

Deborah Sakurai-Horita (2019)

Lindbergh Marzo, Interim (2020)

Vestry

Class of 2020: Susan Gagorik, Sylvia Soram, Ed Reiners

Class of 2021: Dorri Goodrich, Rick Witter, Vernon Sheldon-Witter, Les Hohenstein,
Becky Ka`aihili

Class of 2022: Penny Chu, Judy Hayducsko, Evette Tampos, Deborah Sakurai-Horita

Class of 2023: Les Hohenstein, BJ Long, Sylvia Soram

Former Clergy

Vicars

The Reverend Sidney H. Morgan
The Reverend Walter C. Stewart
The Reverend William H. Fenton-Smith
The Reverend J. Knox Bodel
The Reverend J. Lamb Doty
The Reverend Thomas D. McClement
The Reverend Hollis H. Corey
The Reverend Kenneth D. Perkins
The Reverend M. Littell
The Reverend James I. Nakamura
The Reverend Robert L. Stevenson
The Reverend Norman Alter
The Reverend Robert Sheeran
The Reverend Gerald L. Loweth
The Reverend William R. Grosh

Rectors

The Reverend John Y.F. Liu
The Reverend W. Edwin Bonsey, Jr.
The Reverend Dr. Thomas H. Taylor
The Reverend Jeannette Meyers (Priest-in-Charge)
The Reverend Russell M. Johnson
The Reverend Robert Moki Hino

Vision SpeakOut Sessions: July 14, 2019

Jim Penny, Photographer
Paul Field, David Hryniuk, Chris Takahashi, Lanai Large Group Cheerleaders
Vern Sheldon-Witter, Vestry on Lanai
Judy Hayducsko, Childcare on Lanai
Ann Little, Ed Reiners, Susan Gagorik, Penny Chu
Food for Focus Groups 1 and 2

Focus Group 1

Claudia Wilcox-Boucher, Facilitator
Olivia Boucher, Recorder

Ed Reiners, Vestry in Room
Doug Little, Backup Facilitator/Recorder

Focus Group 2

Kathy Cooksey, Facilitator
Deborah Sakurai-Horita, Recorder
Ann Little and Evette Tampos, Vestry in Room
Lindbergh Marzo, Backup Facilitators/Recorder

Vision SpeakOut Session: July 21, 2019

Evette Tampos, Photographer
Elizabeth Bell, Rick Witter, Jim Penny, Doug Howell, Lanai Large Group Cheerleaders
Ed Reiners and Dorri Goodrich, Vestry on Lanai
BJ Long, Vern Sheldon-Witter, Evette Tampos, Dorri Goodrich, Judy Hayducsko, Penny
Chu and Susan Gagorik
Food for Focus Groups 3 and 4

Focus Group 3

Janet Snyder, Facilitator
Lindbergh Marzo, Recorder
BJ Long and Judy Hayducsko, Vestry in Room

Focus Group 4

Doug Little, Facilitator
Chris Takahashi, Recorder
Vern Sheldon-Witter, Vestry in Room
Ann Little, Childcare

Update to the Congregation

Sunday, September 8, 2019
Penny Chu - 7:30 AM service
Susan Gagorik - 10:00 AM service

Meeting with Attendees at

Welcome, Invite, Connect Workshop
(relating to core values)
September 12, 2019
Participants
The Reverend David Glaser
Doug Howell
Lindbergh Marzo
Deborah Sakurai-Horita
Barbara Gallop

Meeting with Ministry Leaders

September 21, 2019 Participants
Paul “Rick” Mazurowski, Minister of Music
Kathy Penny, Welcome Committee
Lindbergh Marzo, Family Ministry
Jim Penny, Welcome Committee, Sunday School
Penny Chu, Vision Process Team, Vestry
Meilani Jose, Sunday School
BJ Saito, Altar Guild
Diana Kahler, Lincoln Park
Elizabeth Bell, Altar Guild
Deborah Sakurai-Horita, Vision Process Team, Vestry
Amy Kaawaloa, Administration/Office
Susan Gagorik, Vision Process Team, Vestry
The Reverend Katlin E. McCallister

Meeting with Stewardship Team

September 26, 2019
Rick Witter

Vision Unfolding

Polling of the Congregation of Church of the Holy Apostles
December 1, 2019
To Congregation at 7:30 AM and 10:00 AM services

Annual Meeting

Powerpoint Presentation to the Congregation of Church of the Holy Apostles
January 26, 2020
To Congregation of combined services

Inspirational Quotes

The Reverend David Glaser
Susan Gagorik

Data Consolidation and Analytics

Amy Kaawaloa
Barbara Jean Saito
Deb Sakurai-Horita
Jim Penny
Diana Kahler
Susan Gagorik

Researcher

Karl Eschbach

Plan Design and Layout

Amy Kaawaloa

Writers

Ann Hassler

Jim Penny

Susan Gagorik

The Reverend Katlin E. McCallister
Diana Kahler and Deb Sakurai-Horita
Amy Kaawaloa

Copy Editors

Kathy Penny

Jim Penny

Vision Process Team

Karl Eschbach

Deborah Sakurai-Horita

David Hryniuk

Jim Penny

Barbara Jean Saito

Amy Kaawaloa

The Reverend Katlin E. McCallister
Susan Gagorik, Co-Chair
Diana Kahler, Co-Chair
Penny Chu, Past Co-Chair

**MAHALO NUI LOA TO OUR CONGREGATION FOR YOUR PARTICIPATION AND
INPUT!**

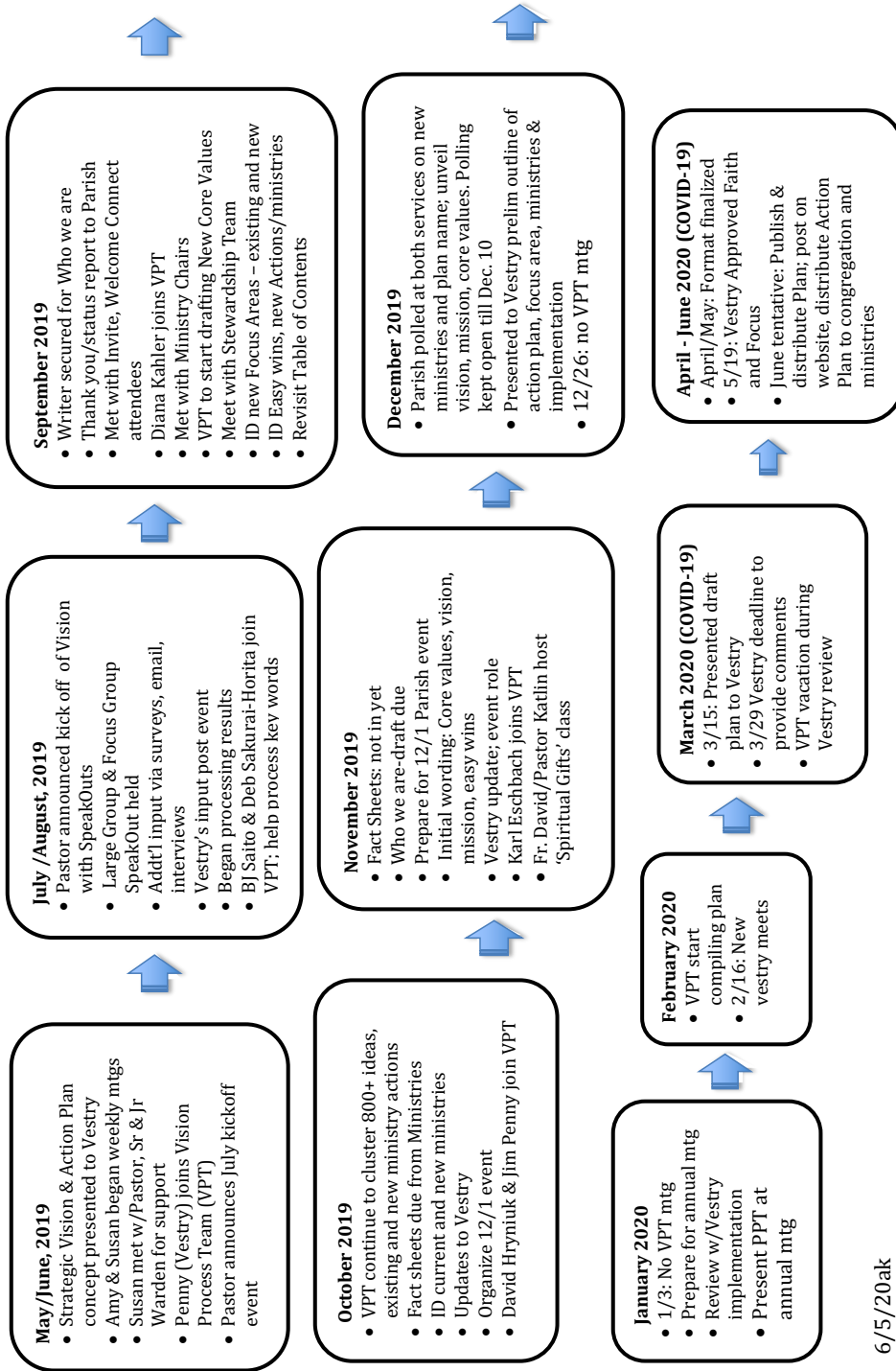


APPENDIX

Why Should Holy Apostles Develop a Vision and Strategic Action Plan?

- Brings our congregation together to work on a shared long-term plan to sustain us in the future
- Builds solidarity
- Teaches us how to prioritize what is important as we make decisions
- Helps us decide what we should financially support
- Creates funding opportunities: grants, donations, gifts
- Promotes accountability by following an Action Plan
- Allows a congregation to take an active role in developing the Vision and Strategic Action Plan
- Formulates concrete goals and actions
- Empowers and recognizes everyone can make a contribution
- Attracts people to us: we will be discovered!
- Develops and fosters leadership
- Exciting and fun process
- Builds fellowship
- Encourages collaboration and teamwork
- Motivates us to plan for change
- Moves us into a “Collaborative Implementation” mode
- Promotes partnerships in problem solving
- Builds transparency
- Opportunity to learn about yourself and what’s important to others

Vision Process Timeline for Church of the Holy Apostles – June 2020



6/5/20ak

KEY ROLES AND RESPONSIBILITIES IN CREATING A STRATEGIC VISION & LIVING ACTION PLAN

SENIOR LEADERSHIP TEAM Responsibilities:

1. Members: Priest-in-Charge, Associate Priest, Senior Warden, Junior Warden
2. Pastor to sit on Vision Process Team (VPT) and update Senior leadership
3. Endorse and commit to developing a Vision and Strategic Action Plan for Holy Apostles
4. Keep the Vision process God-centered
5. Announce to and update the congregation on our vision journey together
6. Encourage congregation to participate as their input is important to producing an implementable document
7. Listen and receive comments from congregation as we move thru the process
8. Be visionary and faithful in trusting that involving the congregation will help us arrive at our shared vision
9. Approve financial support for supplies and resources as needed

VISION PROCESS TEAM (VPT) Responsibilities:

1. Meet weekly
2. Gather information from previous congregation input meetings
3. Create a general timeline for the Vision Process
4. Design the Process and set deadlines
5. Document, document, document
6. Explore alternative methods for securing input from congregation – group input, polling, one on one interviews, phone, email, or mail
7. Create sign-in sheets to document attendance at meetings
8. Acknowledge participants
9. Select experienced facilitators and recorders from our congregation

10. Inform and update congregation through weekly newsletter, announcements during service, individually, group meetings, and special presentations
11. Keep track of what happened in a timeline for final document

PARISH ADMINISTRATOR (Office staff) Responsibilities:

1. Member of the VPT
2. Maintain records from past retreats and meetings which gathered input from congregation
3. Create working folders for storing all documents and information for future reference
4. Meet weekly with VPT to help plan parish events, ie., SpeakOuts, and other events
5. Design final layout of Vision and Strategic Action Plan documents
6. Provide updates in e-news and Sunday bulletin of upcoming meetings and status reports. Publish and post results, if needed
7. Help with contacting members to provide input
8. Eventually, compile and design organizational governance documents; ie., Org Chart, Vestry (role and responsibilities), Policies, etc.

VESTRY Responsibilities:

1. Include at least 1 member of the Vestry on the VPT
2. Listen, listen, listen to what congregation shares
3. SpeakOut: Sit and listen in on group-facilitated meetings by supporting lead facilitator from their chair. Role not to provide your ideas but observe. Opens meeting with prayer, serve as timer; make sure everyone participates
4. Liaison with and collaborate with focus area ministries by being a “go to contact person”
5. Help convene the new Vision Implementation Team consisting of Co-Chairs and Contacts

CONGREGATION’S Responsibilities:

1. Be active and engaged participants by responding to questions, providing input, and sharing what's important to them
2. Provide clarification of their input, as needed
3. Join a ministry!

MINISTRY CO-CHAIRS' Responsibilities:

1. Complete quarterly reports highlighting their accomplishments and expenditures
2. Develop an annual budget
3. Serve on the Vision Implementation Team to move forward in a collaborative and faithful way to discuss ministries status reports, highlight key accomplishments and goals
4. Continue to hold Ministry fairs to recruit new participants during the vision process

FACILITATORS/RECORDERS:

Facilitator Responsibilities:

1. Participate in pre-event training
2. Remain neutral when soliciting ideas from congregation
3. Encourage everyone to speak
4. Remain neutral but encouraging
5. Remind participants about group agreements
6. Summarize as needed

Recorder Responsibilities:

1. Participate in pre-event training
2. Remain neutral and help facilitator
3. Record and document on easel what is shared by participants
4. Ask for clarification of shared ideas if answer is vague or not specific.

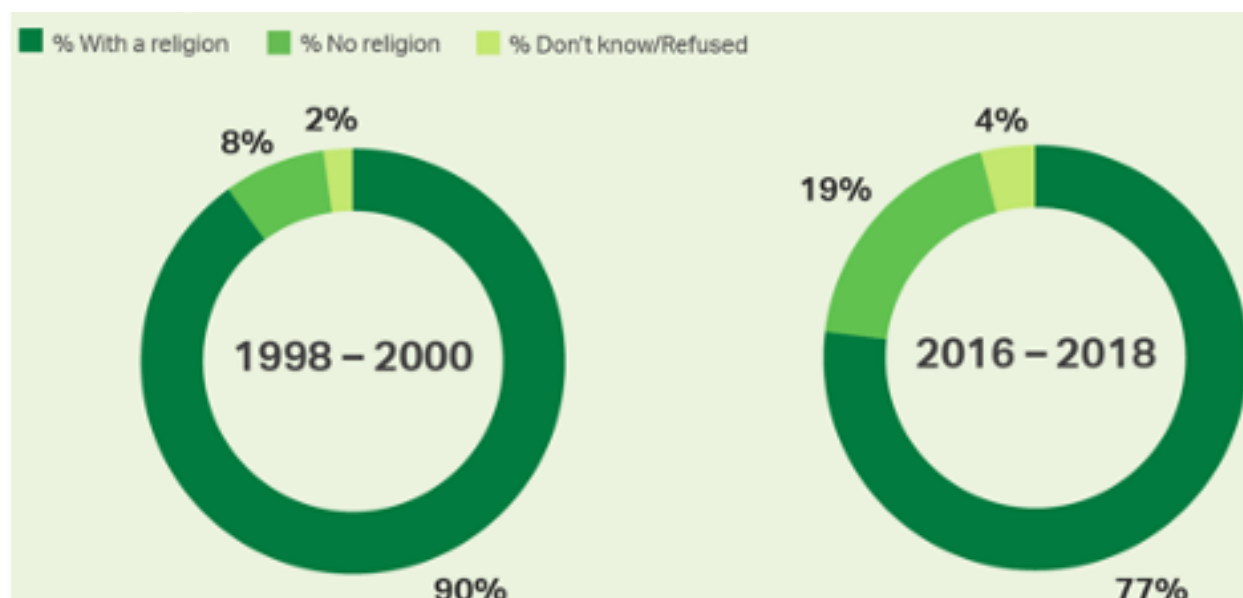
Concern for the Health and Sustainability of the Episcopal Church

The United States is increasingly becoming less religious. As is evident in the chart below (attributed to Gallup) in just the past twenty years, the number of people identifying with *any* religion has dropped from 90% to just over 75%!

Drill-down specifics are provided in the additional tables and charts. Clearly, the statistics are alarming, but we at Church of the Holy Apostles can view these as opportunities, as long as we maintain Faith and Focus.

This Living Action Plan is intended to help us acknowledge and address these issues.

U.S. Religious Affiliation

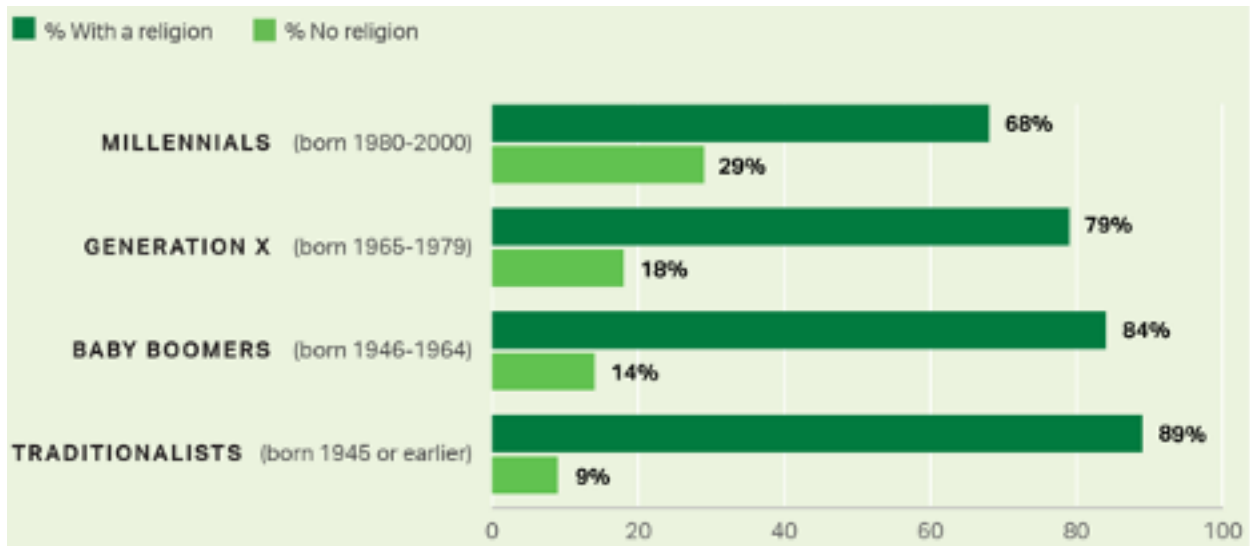


Percentage with a Religious Preference, by Generation

The results will only get worse as the oldest amongst us move on, unless, of course, we proactively reach out and help capture the hearts of the younger generations. Our Living Action Plan is designed to help us achieve exactly that!

Percentage of Church Membership Among Those With a Religious Preference, by Generation

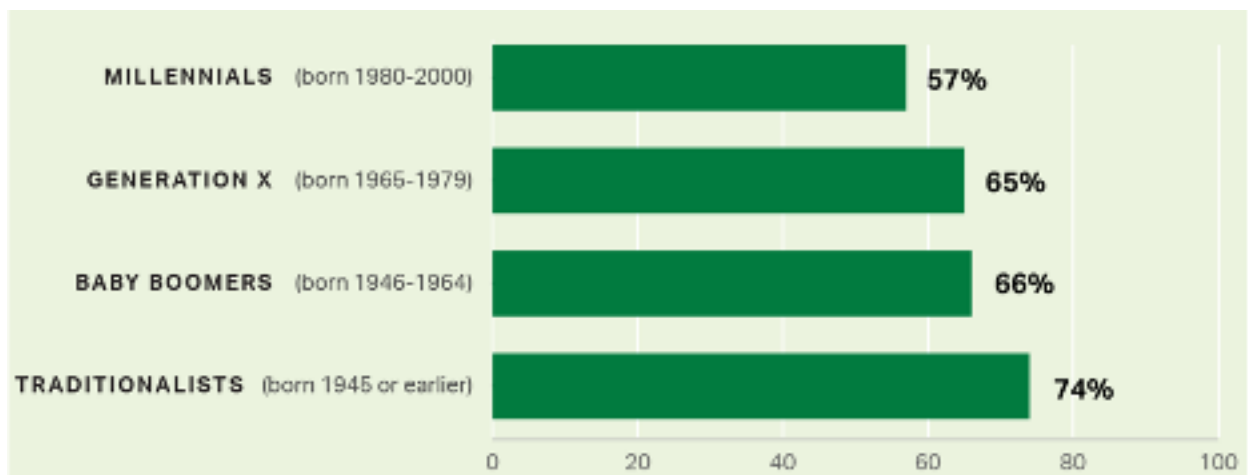
The following chart illustrates (when compared to the chart above) the gap between those with a religious preference and those with actual church membership. A definite



goal of our Living Action Plan is to identify and reach out those in the “gap” to help grow the membership of Church of the Holy Apostles.

Changes in Church Membership by Generation Over Time

While we strive to move forward, the table below could be considered “leakage.” Both clergy and parishioners must make every effort to retain those who have already identified themselves as “members.” It will take all of us to reverse this trend.



Changes in Church Membership by Subgroup

As is shown in the table below, the decline is across ALL categories or groups. The challenges we face couldn't be more obvious.

Education			
College graduate	68	55	-13
College nongraduate	69	51	-18
Party ID			
Republican	77	69	-8
Independent	59	45	-14
Democrat	71	48	-23
Ideology			
Conservative	78	67	-11
Moderate	66	48	-18
Liberal	56	37	-19
Marital status			
Married	71	59	-12
Not married	64	45	-19
* Protestants include those who identify their religion as "Christian."			
GALLUP			
-----	--	--	--
Hispanic	68	45	-23
Region			
East	69	50	-19
Midwest	72	56	-16
South	74	58	-16
West	57	43	-14

Demographic Statistics Ninole to Volcano

Demographic Statistics Ninole, HI to Volcano, HI, Big Island

2018

Population Category	Total	Percent	Detail (Incl Latino)
Total	103,085		
Hispanic and non-Hispanic Race Alone			
NH White	26,547	25.8%	
NH American Indian and Alaska Native	261	0.3%	
NH Asian Alone	24,405	23.7%	
			Japanese 12,618
			Filipino 8,063
			"Other Asian" 2,127
NH African American	436	0.4%	
NH Pacific Islander	11,018	10.7%	
			Native Hawaiian 9,973
			"Other Pacific Islander" 2,521
NH Some Other Race	140	0.1%	
NH Two or more Races	25,899	25.1%	
Latino/a	14,379	13.9%	
			Puerto Rican 5,577
			"Other Hispanic" 4,379
			Mexican 3,894
Total	103,085	100.0%	
Race Alone or in combination (Includes Hispanic)			
White	54,499	37.0%	
Asian	47,868	32.5%	
Pacific Islander	37,178	25.2%	
American Indian	3,534	2.4%	
Some Other Race	2,376	1.6%	
African American	1,998	1.4%	
Total Combinations	147,453		
Population by age			
<10	11,237	10.9%	
10 to 17	9,981	9.7%	
18 to 24	9,129	8.9%	
25 to 44	24,088	23.4%	
45 to 59	19,474	18.9%	
60 to 74	20,895	20.3%	
75 to 84	5,235	5.1%	
85 +	3,046	3.0%	
< 18	21,218	20.6%	
18 to 59	52,691	51.1%	
60-74	20,895	20.3%	
75+	8,281	8.0%	

Data are for the Hilo, Papa'ikou-Wailea, Kea'au-Mountain View, and Pahoa-Kalapana Census Subdivisions, plus the Zip code tabulation areas for Volcano and Ninole.

SpeakOut Results from July 14 & 21, 2019; Core Values Sorted by Key Words

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
Acceptance	Acceptance
Accepting community	Accepting
Accepting	Accepting
Affirming	Affirming
Aloha	Aloha
Sincere aloha	Aloha
True Aloha	Aloha
People-Aloha Spirit; greet each other	Aloha
Care about others	Caring
Caring people	Caring
Caring people doing the best possible	Caring
Care for each other	Caring
Great potential to grow	Closeness
The Close nature of the Congregants	Closeness
Comforting	Comforting
Diversity	Diverse
Diverse people	Diverse
Diverse People	Diverse
Worship-Diversity	Diverse
Diverse community - welcoming to all	Diverse
Congregation - Diverse	Diverse
Diversity	Diversity
Educated	Educated
Sense of Community	Fellowship
Fellowship	Fellowship
Fellowship	Fellowship
Fellowship hour	Fellowship
Fellowship hour	Fellowship

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
Family like	Fellowship
Interactive environment	Fellowship
Fellowship	Fellowship
Fellowship	Fellowship
Generous Food	Fellowship
Fellowship	Fellowship
Food	Fellowship
Food	Fellowship
Fellowship	Fellowship
Fellowship	Fellowship
Fellowship, camaraderie	Fellowship
Freedom	Free
Nice	Friendly
People are Friendly	Friendly
Friendly	Friendly
People! Friendly Atmosphere; not totally but most	Friendly
Cheerful people	Friendly
Friends	Friendly
Friendliness	Friendly
Friendly	Friendly
Friendly	Friendly
Friendly	Friendly
Friendship	Friendly
Friendly	Friendly
Friendly	Friendly
Friendly people	Friendly
Everyone is friendly	Friendly
Friendly people	Friendly
Friendship	Friendly
Overall friendliness of congregation	Friendly

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
It is so friendly and open to all	Friendly
Fun	Fun
Generous	Generous
Giving	Generous
Grace everyone has for each other	Grace
There is a new and growing acknowledgement, that CHA need's to change and grow in ways not traditional done I love this current of change	Growing
Willing to help	Helpful
If I can I will help clean up church	Helpful
Helpfulness	Helpful
For being here	Here
Honor between parish members	Honor
Humble	Humble
Inclusiveness	Inclusive
Inclusiveness	inclusive
Accepting	Inclusive
Inclusiveness	Inclusive
Inclusive - truly everyone is welcome!	Inclusive
Inclusive	Inclusive
Acceptance of many types of people	Inclusive
Accepting	Inclusive
Inclusive	Inclusive
Accepts everyone	Inclusive
Accepting	Inclusive
Inclusivity - equality of everyone	Inclusive
Inclusivity	Inclusive
Our church - inclusiveness	Inclusive
Inclusive	Inclusive
Inclusiveness	Inclusive
Engaged, charitable & dedicated	Inclusive
Inclusiveness	Inclusive

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
Inclusiveness	Inclusive
Informality	Informal
Intergenerational support & family	Intergeneration al
Kind	Kindness
Laid back	Laid back
Leadership!	Leadership
Location	Location
Loving people	Loving
Loving	Loving
Loved and hope	Loving
Love and care everyone has for each other	Loving
Loving care for each other	Loving
Love	Loving
The Pastor, associate Pastor, & the congregation is so loving	Loving
Everyone is Loving	Loving
Love and acceptance of family	Loving
Open-Loving Community of People	Loving
Middle way	Middle way
We live our mission	Mission
Multi-Cultural	Worship
Non-judgmental	Worship
Openness	Worship
Open-mindedness	Worship
Open Ohana	Worship
Open Community of People	Worship
Q	Worship
Open to all	Worship
Open	Worship
	Worship
Open minded	

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
Open minded	Worship
Open	Worship
Open	Worship
Open to all	Worship
Worship-Openness	Worship
I love that I feel welcome	Worship
Open	Worship
Willingness to try things new	Worship
Community involvement	Worship
Positive presence in our community	Worship
Hx of Patience? Xx	Worship
Peaceful	Worship
People	Worship
Parishioners	Worship
People of the congregation	Worship
People	Worship
People xx	Worship
People	Worship
Parishioners	Worship
People	Worship
The people	Worship
Good people	Worship
Respect	Worship
Worship-Respect	Worship
Sincerity of the congregation	Worship
Supportive	Worship
Support	Worship
Supportive	Worship
Everyone is supportive	Worship
Mutual support	Worship
We all work as a team	Worship

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
All working together	Worship
Hard work where everyone comes together as one to do a specific task	Worship
Team Effort	Worship
Warmth of the people	Worship
Everyone is Welcoming	Worship
Welcoming	Worship
Welcoming to everyone	Worship
Welcoming	Worship
Welcoming all, embracing differences	Worship
Welcoming	Worship
Inviting	Worship
How welcoming you are to everyone	Worship
Welcoming	Worship
Open Welcoming place	Worship
Extremely welcoming - I love all the people (Body) at CHA, their positive energy, their loving arms, generosity & enthusiasm for newcomers	Worship
Welcoming	Worship
Welcoming, inclusive	Worship
You are made to feel welcome by the friendliness of the people	Worship
Warm & welcoming	Worship
Welcoming	Worship
Spiritual Connection	Worship
Music Program- Rick Mazurowski	Worship
Evening Song Service - Father David	Worship
Variety of services	Worship
Music and the Choir	Worship
Give thanks to God	Worship
the ---- of the sermons	Worship
worship service	Worship
Priests - Katlin & David	Worship

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
Parishioners are trying to stick to to the "plumb line"	Worship
Bible readings	Worship
Liturgy	Worship
Music leadership	Worship
Ministries	Worship
Church Day care (I am new)	Worship
Money (new)	Worship
Scripture based sermon	Worship
It's always here for me	Worship
Spirit in the Rev (Love the)	Worship
Music	Worship
Music	Worship
Awesome Pastors and Wardens	Worship
Music	Worship
Love the Musical variety presented throughout the year - traditional and contemporary	Worship
Liturgy	Worship
Music	Worship
Continual focus on the Spirit/God	Worship
It's spirit	Worship
Our Pastor, Sr Warden, Jr Warden and Parish administrator	Worship
Please to being in this church with these people	Worship
Here for the same purpose-God	Worship
Music Director: Rick & Doug excellent leaders: energy & pride in what they do, take on interest, not selfish	Worship
Doug	Worship
My primary connection to my spiritual self	Worship
Rector also has extremely thought and heart provoking sermons and lessons	Worship
Adherence to BCP (Book of Common Prayer)	Worship
7:30 Service (early; quiet service is available to attend)	Worship
Sermons - wonderfully thought-out/delivered	Worship
Gospel preaching & church family	Worship

In 1-5 words, what do you love the most about the Church of Holy Apostles	KEY WORDS
Worship	Worship
Bible	Worship
Liturgy	Worship
Affirmation of God's love is tangible	Worship
Holy Communion every Sunday	Worship
My spiritual compass - weekly reset	Worship
Lay Leaders willingness to serve, generous, spiritually grounded, kind, active, loving	Worship

SpeakOut Results from July 14 & 21, 2019 Sorted by Key Words and Existing Ministry

COMMENTS	KEY WORDS	EXISTING MINISTRY
Prayers	Prayers	Expanded Adult Faith & Spiritual Growth
More education	Education	Expanded Adult Faith & Spiritual Growth
Later time for Bible Study	Bible Study	Expanded Adult Faith & Spiritual Growth
Bible Study - "Best time" poll	Bible Study	Expanded Adult Faith & Spiritual Growth
Lesson series	Education	Expanded Adult Faith & Spiritual Growth
Foyer groups	Adult Faith Class	Expanded Adult Faith & Spiritual Growth
Later time for Bible Study Formation	Education	Expanded Adult Faith & Spiritual Growth
"Spiritual Study" - create groups/individuals	Education	Expanded Adult Faith & Spiritual Growth
Small Group Retreat	Fellowship	Expanded Adult Faith & Spiritual Growth
More classes (for the adults) about the church, its traditions, history, etc.	Education	Expanded Adult Faith & Spiritual Growth
Spiritual Food Is Needed for Spiritual Growth – Are more classes, like the Anglican Boot Camp, or whatever we called it, this last spring being planned? I mean real, substantive material, not just spontaneous Bible study. Talking about small, focused classes on particular topics of faith— maybe just 2-4 weeks in length?	Education	Expanded Adult Faith & Spiritual Growth
Home Fellowships 1-2x mon in homes where we can pray, study & get to know each other	Fellowship	Expanded Adult Faith & Spiritual Growth
Prayer Group	Prayers	Expanded Adult Faith & Spiritual Growth
Confirmation/affirmation study	Education	Expanded Adult Faith & Spiritual Growth
Utilizing grounds for Quiet days and using the labyrinth regularly	Quiet Prayers/ Labyrinth	Expanded Adult Faith & Spiritual Growth
Outside gathering and classes during cooler months	Outside use	Expanded Adult Faith & Spiritual Growth
Education - Studying liturgies - learn text books	Education	Expanded Adult Faith & Spiritual Growth
Spiritual Growth	Worship	Expanded Adult Faith & Spiritual Growth

COMMENTS	KEY WORDS	EXISTING MINISTRY
Buy a Portable Dish washer - wash our cups, plates, utensils (more green)	Building	Buildings and Grounds
Paint ceiling	Building - Renovate	Buildings and Grounds
Garden	Grounds	Buildings and Grounds
Landscaped maintained	Grounds	Buildings and Grounds
Crying room	Nursery	Buildings and Grounds
Take care of the weekds along the roadway	Yard Maintenance	Buildings and Grounds
Acoustically beautiful space. Nothing makes people feel more invited to sing out than a space where the voice reverberates. It's why we like to sing in shower.	Acoustics	Buildings and Grounds
Interior will be pretty much the same	Building improvements	Buildings and Grounds
Church structure needs lots of attention. Paint exterior (off-white) with warm trim	Building improvements	Buildings and Grounds
New carpet	Carpet	Buildings and Grounds
A new carpet in church	Carpet	Buildings and Grounds
A new ceiling in church	Ceiling	Buildings and Grounds
Cook room: Storage for Food for Fellowship Hour	Cook Room Use	Buildings and Grounds
Cook room: meetings for small groups	Cook Room Use	Buildings and Grounds
Lanai: continued to be available for classes	Lanai	Buildings and Grounds
Lanai used for fellowshp/study/worship/receptions	Lanai	Buildings and Grounds
Lanai: Meeting/gathering space for church and community functions. We must fix electrical wiring!	Lanai	Buildings and Grounds
A meeting facility for people (always a need)	Meeting Space	Buildings and Grounds
Dedicated meeting room	Meeting Space	Buildings and Grounds
Move musicians and choir to front of sanctuary. This will promote better singing, worship leadership and participation, as well as making it possible to offer our sanctuary for other types of meetings and uses. Perhaps a movable altar to make the place more flexible—for U-H student/faculty recitals, community meetings, etc. Maybe make pulpit and lecturn smaller/less obtrusive, maybe also movable. They seem to take up too much space now, and make navigating around them very difficult.	Misc Improvements	Buildings and Grounds

COMMENTS	KEY WORDS	EXISTING MINISTRY
The front outside (inside back of choir loft- painted same grey as the rest of the outside trim.	Painting Building	Buildings and Grounds
Inside Sanctuary: Clean, freshly painted warm off-whie, ceiling and walls	Painting Building	Buildings and Grounds
Parish hall used as Sunday school	Parish Hall	Buildings and Grounds
Parish hall: didn't know real kitchen. Need accessible for all events to utilize all spaces to best support many acitivites	Parish Hall	Buildings and Grounds
Parish Hall: Gathering area for congregation, social/ community event	Parish Hall	Buildings and Grounds
The Parish Hall can be used then for what it is intended for - and refurbished to make it useful for the parish	Parish Hall	Buildings and Grounds
New Stations of the Cross (permanent)	Stations of the Cross	Buildings and Grounds
Cook room: improved for meetings	Cook Room Use	Buildings and Grounds
Church will look the same	Building	Buildings and Grounds
I want it to feel the same way as 1 above. Physically - small changes made to maintain or improve facilities,	Small Changes	Buildings and Grounds
Entrance, grounds, parking: Small improvements to keep looking fresh, wellll maintained and well used. Hub of Acctivity because very flexible, accessible and great working order	Entrance	Buildings and Grounds
More flowers	Flowers	Buildings and Grounds
Grounds would be cleaner and landscaped	Grounds	Buildings and Grounds
landscaping will improve so that it looks as though we care about our grounds & buildings	Landscaping	Buildings and Grounds
Lanscaped entrance	Landscaping	Buildings and Grounds
Hopefully landscaping will be maintained	Landscaping	Buildings and Grounds
Entrance, grounds, and parking:Tidy, as now. Flowers at entrance	Landscaping	Buildings and Grounds
Reserving stalls	Parking	Buildings and Grounds
Full parking Lot	Parking lot	Buildings and Grounds
Sanctuary: Ceiling replaced or painted. We need better acoustics. A dead space does not sound alive	Acoustics	Buildings and Grounds
While I know future planning is important, I think we first need to take care of our facilities first. The ceiling needs to be painted as well as the Church and Parish Hall	Painting Building	Buildings and Grounds
Fix water leak in sacristy	Comment FIXED	Building and Grounds
Invest in infrastructure	Invest	Building and Grounds
Sanctuary: Better lighting	Lighting	Building and Grounds

COMMENTS	KEY WORDS	EXISTING MINISTRY
Place a good amount in infrastructure. Evaluate integrity of our buildings, repair/replace as needed, re-paint exterior (warm white with warm trim); likewise with the interior-warm off white	Building-maint	Buildings and Grounds
Look at ways to best utilize/improve/sustain facilities we have - investments - reduce effort & recurring costs. What does it take to put solar panels. Upgrade/maintain electrical, funds. Funds set aside to maintain, Roof, Parking lot, buildig, carport, paint, EIC	Buildings-maint	Buildings and Grounds
New carpet in church	Carpet	Buildings and Grounds
New carpet	Carpet	Buildings and Grounds
Install tongue and groove over sanctuary ceiling tiles to enhance the acoustics.	Ceiling	Buildings and Grounds
Ceiling is needing a change over	Ceiling	Buildings and Grounds
Clean ceiling - mildew	Ceiling	Buildings and Grounds
New ceiling in church	Ceiling	Buildings and Grounds
New Ceiling	Ceiling	Buildings and Grounds
I would like to see the ceiling tiles painted in the sanctuary	Ceiling	Buildings and Grounds
Floors and ceilings - Hardwood	Ceiling/Floors	Buildings and Grounds
Road Beam replacing the current 60's style cross	Cross	Buildings and Grounds
Cover all the deferred maintenance	Deferred maint	Buildings and Grounds
Evaluate electric circuitry throughout buildings and repair, upgrade as needed - specifically Cook Rm, lanai and parish hall	Electrical	Buildings and Grounds
Paint the church a nice bright color - yellow or orange would be nice	Paint church	Buildings and Grounds
Take money maintenance - paint inside, outside, fix	Paint church	Buildings and Grounds
Pews with Cushions	Pews	Buildings and Grounds
Tent the church	Tent	Buildings and Grounds

COMMENTS	KEY WORDS	EXISTING MINISTRY
Song/hymns: pre-service practice; less hymns	Hymns	Choir and Music
Episcopal hymn App	Hymns	Choir and Music
More focus on music	Music	Choir and Music
Group meetings to sing & praise together. Twice a week	Praise Group	Choir and Music
More contemporary music	Music	Choir and Music
Kids choir	Youth	Choir and Music
A little more praise music mixed in with the humns	Music	Choir and Music
Greater selection of music styles	Contemporary	Choir and Music
Hold quarterly gathers at members house; ie., choir and altar guild, etc.	Fellowship	Choir and Music
Contemporary music	Music	Choir and Music
Hymns & songs familiar to children	Music	Choir and Music
Concerts (classical) Choral presentations, organ recitals	Music performances	Choir and Music
A Children's song pplayed just before they are excused for Sunday school	Sunday school	Choir and Music
Not change times of services so often	comment	Choir and Music
High Mass - 10am once a month, done in Anglo Catholic style. Would appeal to the Filipinos from the Independent church	Worship	Choir and Music
Return to more traditional music. Most newer music is repetitious and difficult to sing. Some newer music may have a good beat and be easy to dance to but that's about it	Music	Choir and Music
Choir practice	Liturgical Ministries: Choir & Music	Choir and Music
Kids choir	Kids Choir	Choir and Music
Music ministry can be used outside in homeless ministries	Music	Choir and Music
Make the space available for intimate recitals for the college/university	Music	Choir and Music
Set a series of musical programs (jazz, folk, sacred, classical) for the greater community	Music	Choir and Music
Update music - not modern enough	Music	Choir and Music
More musical instruments	Music	Choir and Music
More musical instruments for everyone to	Music	Choir and Music

COMMENTS	KEY WORDS	EXISTING MINISTRY
As a Mom, I needed help with my kids. When I do intercessor or Readings during service, if someone can watch them for a few minutes till down is pretty awesome	Child care	Family Life
Invite parents of preschool to a special series of activities to encourage joining our church	Preschool Parents	Family Life
Holy Hikes - Prayerful group while surrounded by nature	Family Events	Family Life
Expand our Sunday School programs & recruit, recruit, recruit	Sunday School	Family Life
Sunday School/children's chapel for ages 4-10 years	Sunday school	Family Life
Sunday school every Sunday	Sunday school	Family Life
Every Sunday Sunday School	Sunday School	Family Life
Sunday school every Sunday	Sunday school	Family Life
Childcare	Child care	Family Life
Push for family involvement	Family	Family Life
Pet & keiki encouragement	Comment	Family Life
Every Sunday kid events - both services	Youth	Family Life
Child-friendly gospel-centered workbooks/worksheets	Youth	Family Life
Give a Book to Children attending Sunday school (every Sunday) - let them pick.	Sunday School	Family Life
Sunday school for children	Youth	Family Life
Dedicated room/space for youth/Sunday school	Sunday School	Family Life
Full Sunday School	Sunday School	Family Life
Maintain kids ministry	Young Families	Family Life
Families with young children: offer Sunday school, someone to watch children while service is happening, well maintained safe, toy activity areas, toy gifts that support health and fun	Young Families	Family Life
Vacation Bible School programs for kids at CHA	Bible School	Family Life
provide camps for kids	Kids	Family Life
Sunday School Puzzles & games for kids to play with	Sunday school	Family Life
After-school tutoring programs for local students	Youth	Family Life
Programs for children and teens all year	Youth	Family Life
Teen hangout room	Youth	Family Life
An oratorio style after school venue for teens	Youth	Family Life
More youth programs for teenagers	Youth	Family Life
Programming for teens	Youth	Family Life

Physical space for Youth with fund activities	Youth	Family Life
COMMENTS	KEY WORDS	EXISTING MINISTRY
Air Hockey Room	Youth	Family Life
To support summer programs	Youth-Summer programs	Family Life
New building for nursery & Sunday school	Sunday School	Family Life, NEW Buildings and Grounds
Build a basketball court	Basketball court	Family Life, NEW Buildings and Grounds

COMMENTS	KEY WORDS	EXISTING MINISTRY
Breakfast between services so both early & later folk can enjoy	Fellowship	Fellowship Teams
Rethink process for coffee hour refreshments for combined services. Not fair to the regular hosts (approx. 4 people) to provide all of the food for all the attendees	Fellowship	Fellowship Teams
Reusable dishes to support environment	Dishes/Environment	Fellowship Teams
Parish Life needs more volunteers	Volunteers	Fellowship Teams
Our food ministries will continue	Food Ministries	Fellowship Team

COMMENTS	KEY WORDS	EXISTING MINISTRY
Rent Parking Stalls	Parking	Finance and Stewardship
Selling parking Stalls (Timed)	Parking	Finance and Stewardship
Restricted Fund	Funds	Finance and Stewardship
Don't go and spend, spend, spend	Spending	Finance and Stewardship
Be debt free	Debt Free	Finance and Stewardship
Funds to reimburse parishioners for Food, Supplies if desired - given receipts	Food	Finance and Stewardship
Invest \$ to insure financial strength to fund outreach ministries in years to come	Invest money	Finance and Stewardship
Put in interest bearing portfolio account and only use interest to support activities of Holy Apostles	Invest money	Finance and Stewardship
Invest in stock for continual flow of money- use interest/dividends	Invest money	Finance and Stewardship
Invest and use interest and earning for projects and programs	Invest money	Finance and Stewardship
Save it for church future use	Invest money	Finance and Stewardship

Double our Endowment	Invest money	Finance and Stewardship
It should be invested in an interest-bearing account/our portfolio; maybe a restricted fund	Invest money	Finance and Stewardship
Put money in restricted bank and use only interest for use of church forever	Invest money	Finance and Stewardship
A full time staff person that would manage the use of our space. There is always need in community for meeting and class spaces. We are hidden away here. We could try to make ourselves known as one place where Hilo comes together to solve problems.	Manager	Finance and Stewardship
Some people want to know their money/donation going to particular need. Letting people know what needs are might motivate them to make a memorial gift	Memorial Gift	Finance and Stewardship
Paid positions for all Priests and Council members and raises	Paid positions	Finance and Stewardship
Preserve the church for future use	Preserve	Finance and Stewardship
Scholarships and similar support	Scholarships	Finance and Stewardship
Take care of all the deferred maintenance, invest the rest.	Transportation	Finance and Stewardship
Full-time associate for youth & family	Paid positions	Finance and Stewardship/ NEW Youth
Youth Pastor, Senior Pastor	Paid Positions	Finance and Stewardship/ NEW Youth

COMMENTS	KEY WORDS	EXISTING MINISTRY
Have Hawaiian Kanikapila regularly and offer classes in basic ukulele & hula	Kanikapila-ongoing	Kanikapila
Visit & give communion to homebound	Eucharistic Visit	Lay Eucharistic Visitors

COMMENTS	KEY WORDS	EXISTING MINISTRY
Keep up homeless ministries	Homeless care	Feed the Hungry, Lincoln Park, Meals on Wheels, PB Ministry
Continue homeless ministires	Homeless care	Feed the Hungry, Lincoln Park, Meals on Wheels, PB Ministry
Outreach to homeless will continue	Homeless care	Feed the Hungry, Lincoln Park, Meals on Wheels, PB Ministry
Current ministries continued: Lincoln Park, PBM, Feed the Hungry. All current ministries.	Outreach Ministries	Feed the Hungry, Lincoln Park, Meals on Wheels, PB Ministry
Current ministries - hopefully Peanut Butter Ministry & Feed the Hungry remain	PBM/Feed	Feed the Hungry, Lincoln Park, Meals on Wheels, PB Ministry
Get acquainted with other congregations in the islands - sharing ideas	Outreach-churches	Interfaith Community in Action

Feed the Hungry	Outreach-Feed Hungry	Peanut Butter Ministry/Feed the Hungry
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COMMENTS	KEY WORDS	EXISTING MINISTRY
St. James Waimea does a sort of "secret santa" activity in which those who want to participate fill out a small questionnaire & draw a name to serve as a supporter, prayer warrior, encourager for a year anonymously. It begins at Valentine's day & runs for a year	Prayer partner	EXPANDED Parish Life
Friday night social - potluck with music maybe. Could be once a month to start	Fellowship	EXPANDED Parish Life
Family outreach	Family	EXPANDED Parish Life
Family game night	Family	EXPANDED Parish Life
Family Outreach	Family	EXPANDED Parish Life
Monthly kupuna recognition (perhaps in their birth month). Allow them to share their perspective. Recognize their contributions to community past & present.	Kupuna	EXPANDED Parish Life
Potluck Thanksgiving: Some like to call it friendsgiving. Feast on the lanai as well as a Christmas brunch/dinner; not just for the congregation but also for the students at UHH. Holidays are always hard for people that are alone.	Fellowship	EXPANDED Parish Life
Dance parties!	Parties	EXPANDED Parish Life
More fellowship activities	Fellowship	EXPANDED Parish Life
Meet for lunch to play games, etc.	Fellowship	EXPANDED Parish Life
Seasonal events e.g. Shrove Tuesday supper	Fellowship	EXPANDED Parish Life
Game nights/afternoosn/mornings. I know role playing games, esp. Dungeons & Dragons, but we used to host Mah Jong Thurs, AM	Fellowship	EXPANDED Parish Life
Small rotating dinner groups	Dinners	EXPANDED Parish Life
Community Dinners	Dinners	EXPANDED Parish Life
More family events	Events	EXPANDED Parish Life
Seder supper	Dinners	EXPANDED Parish Life
Cook Room: For a nominal fee - allow parishioners to go out to dinner	Cook Room Use	EXPANDED Parish Life

Hopefully more families to carry the torch	Membership	EXPANDED Parish Life
More fun kind activities	Activities	EXPANDED Parish Life
Social clubs, book clubs, literacy	Social Clubs	EXPANDED Parish Life
Make improvements that directly support our time together to nurture, support, energize, gain clarify and feel love for each member. Quality of time together even better. Glves roles, assess possibilites & actions to take to sustainm improve & support church activities and community activities.	Improve Time Together	EXPANDED Parish Life
More dinners	Dinners	EXPANDED Parish Life

COMMENTS	KEY WORDS	EXISTING MINISTRY
I'm not sure being new here, I like the way things are...	Comment	Vestry/Pastor
Check social media - says church is "closed today"	Communication	Vestry/Pastor
No suggestions-I just come	Comment	Vestry/Pastor
Continue	Comment	Vestry/Pastor
Status quo	Comment	Vestry/Pastor
Bible Study for non-believers	Bible Study	Vestry/Pastor
More dynamic & engaging priest - take current affairs and deliver to audience	Worship	Vestry/Pastor
Yoga classes!	Classes	Vestry/Pastor
Zumba classes!	Classes	Vestry/Pastor
More pastoral care	Comment	Vestry/Pastor
VIC role needs to change for opening church - too much	Building	Vestry/Pastor
Better organization of CHA!	Organization	Vestry/Pastor
Change in on-going committee members -Bringing in new memberrrs would encourage a change	Ministries	Vestry/Pastor
continue ministires that inspire loving and caring for one another	Ministries	Vestry/Pastor

Also, I might be stereotyping, but families that make a decision to take children to church might be more likely to be conservative on some poles. I know people have been trying and we need to continue to be sensitive to respecting a variety of viewpoints. I consider...maybe some families feel unwelcome, if it feels like an old hippie rally. At the same time, it is okay for ministers to challenge our beliefs, so I don't mean to hamstring anyone. I would just not like for a newcomer to feel the political culture wars. ... I recognize work is already being done here. Thank you!	Comment	Vestry/Pastor
Until the general populace can be convinced that loving God in their lives is an essential part of life, I see continued decline	Worship - Comment	Vestry/Pastor
New ministries: Pastoral care in collaboration with other religious groups to serve with prayer, compassion- visit patients in hospital (hospice care, Life care, care facilities, home where needed) Hve kaiser & or HMSA sponsor program.	New Ministries	Vestry/Pastor
Lanai: so inviting and useful for meetings, classes and periods of solitude to walk. Make easy to book, clean up when done	Lanai	Vestry/Pastor
More exercise programs in lanai	Activities	Vestry/Pastor
Lanai: Status quo, perhaps an exercise program	Programs-Offered	Vestry/Pastor
Amount: \$10 million	Comment	Vestry/Pastor

COMMENTS	KEY WORDS	EXISTING MINISTRY
Gift of Bread: If a child is a newcomer give the child a gift too	Visitors	Welcome Team
Give a parting or token gift to visitors when we have events & services	Visitors	Welcome Team
We can greet especially those who are not in any group - esp. those who are alone	Greet and Welcome	Welcome Team
Be sure to include an invitation to fellowship when introducing visitors	Visitors	Welcome Team
Newcomers/Visitors: Have a designated group who will engage newcomers/visitors in conversation before church and then during refreshment time. This group could then get the email (on a voluntary basis of course) from the newcomers so they could get the newsletter.	Welcome	Welcome Team
Newcomer's dinner with pastors and a few parishioners & maybe vestry people too.	Newcomer	Welcome Team
Welcome Brochure: to include the ministries/activities that we have and who is in charge with contact information.	Communication Promotion	Welcome Team
Always Welcoming	Welcome	Welcome Team
Let's greet every one as if they were our best friend	Welcome	WelcomeTeam
Newcomers	Newcomers	Welcome Team
Newcomers to Hawaii would be worshipping with us	Newcomers	Welcome Team
Welcoming smiles	Comment	Welcome Team
Those who have fallen, get them back	Comment	Welcome Team
More comfy cushions	Pews	Welcome Team
Comfy pillows for all pews.	Pews	Welcome Team
Newcomers	Newcomers	Welcome Team
Newcomers to Hawaii would be worshipping with us	Newcomers	Welcome Team
Welcoming smiles	Comment	Welcome Team
Those who have fallen, get them back	Comment	Welcome Team
More comfy cushions	Pews	Welcome Team
Comfy pillows for all pews	Pews	Welcome Team

SpeakOut Results from July 14 & 21, 2019 Sorted by Key Words and NEW Ministry

Comments	Key Word	New Ministry
Commercial kitchen	Building	NEW Buildings and Grounds
Metal rainbow or gate at entrance	Gate	NEW Building and Grounds
More flowers, landscaping and an archway w/a gate	Landscaping/ Building	NEW Building and Grounds
Develop School (real School); Montessori	Develop school	NEW Building and Grounds
New improved ceiling	Ceiling	NEW Buildings and Grounds
New flooring	Flooring	NEW Buildings and Grounds
Large single use complex (drawing)	Large Complex	NEW Buildings and Grounds
Parish Hall: a kitchen, Sunday School, Parish Run Preschool, Fellowship when its too hot	Parish Hall	NEW Buildings and Grounds
Remove pews + install comfortable chairs	Pews	NEW Buildings and Grounds
Sanctuary updating	Sanctuary	NEW Buildings and Grounds
Use Joyland for Church use (Godly Play or Sunday school)	Parish Hall	NEW Buildings and Grounds
Caretaker/Pastor housing on the properties	Housing	NEW Buildings and Grounds
(Improving landscaping & buildings) it will attract and minister to people who are trying to stay the "plumb line" Christ has set for us (?)	Landscaping/ Building	NEW Buildings and Grounds
Flower covered archway at entrance (drawing)	Entrance	NEW Buildings and Grounds
More parking	Parking	NEW Buildings and Grounds
I see more people using our church for more activities, to the point we have put in more parking for everyone	Parking	NEW Buildings and Grounds
Second floor on community building (parish hall)	2nd Floor	NEW Buildings and Grounds
Buildings with be air conditioned and cleaner	Airconditioning	NEW Buildings and Grounds
Small studio apartment (bldg)	Apartment	NEW Buildings and Grounds

Comments	Key Word	New Ministry
Remove/replace our dirty ceiling both for aesthetic reasons, and to improve the sound quality in the sanctuary, improving accessibility for both listeners and performers.	Building improvements	NEW Buildings and Grounds
New classroom	Classroom	NEW Buildings and Grounds
Convert Cookroom to kitchen	Cook Room Use	NEW Buildings and Grounds
Cook Room: More private meeting area. Must fix/ install: hot water at sink, electrical wiring, have a functioning refrigerator & microwave	Cook Room Use	NEW Buildings and Grounds
Is Cook Room or Parish Hall kitchen certified? If so, would be nice to offer it for rent or for someone that wants to teach a cooking class.	Cook Room/ Parish Hall	NEW Buildings and Grounds
Covered Court	Court	NEW Buildings and Grounds
Bigger version of what we are now -More people (pic w/more bldgs)	Expand	NEW Buildings and Grounds
Recertify Kitchen	Kitchen	NEW Buildings and Grounds
Full kitchen for Holy Apostles	Kitchen	NEW Buildings and Grounds
College outreach- feeding college students with certified kitchen	Kitchen	NEW Buildings and Grounds
Certified kitchen	kitchen	NEW Buildings and Grounds
Wedding receptions with Industrial kitchen	Kitchen	NEW Buildings and Grounds
Cerrtified Kitchen	Kitchen	NEW Buildings and Grounds
Access to kitch to prepare things	Kitchen	NEW Buildings and Grounds
Certified kitchen	Kitchen	NEW Buildings and Grounds
Use kitchen - certified for new people	Kitchen	NEW Buildings and Grounds
Kitchen: Certified! (with someone designated in-charge). Potentially profitable for church.	Kitchen	NEW Buildings and Grounds
		NEW Buildings and Grounds
Recertify Kitchen	Kitchen	

Comments	Key Word	New Ministry
Build multi-purpose structure for preschool & youth sunday school next to parish hall	Multi-purpose Bldg	NEW Buildings and Grounds
Multi-purpose structure could be open air if attached to sanctuary-would not need water if no toilets (phrased)	Multi-purpose Bldg	NEW Buildings and Grounds
Parish Hall used every Sunday + weekdays for parish activities	Parish Hall	NEW Buildings and Grounds
Sunday School using pre-school space	Parish Hall	NEW Buildings and Grounds
Build Pre-school Bldg.	Preschool Building	NEW Buildings and Grounds
Also, abused women & children - support with goods	Shelter	NEW Buildings and Grounds
Sound System improvements: 1) a better, more intelligible, more reliable sound each Sunday; 2) a lockable system, so kids, or people who have not been trained in how to adjust it, can't mess with controls that shouldn't be messed with; 2) an auto-start/auto-stop system, so a key could be used to power it on/off - powering up things in the correct order to avoid damaging the system components.	Sound System	NEW Buildings and Grounds
Use community room for teens to use	Youth	NEW Buildings and Grounds
Modernize	Modernize	NEW Buildings and Grounds
Permanent preK-12 yrs. School and playground	School	NEW Buildings and Grounds
Edges w/community garden	Garden	NEW Buildings and Grounds
Nice gardens	Garden	NEW Buildings and Grounds
Garden: Plant a garden whose produce could be donated to the less fortunate	Garden	NEW Buildings and Grounds
Grasscrete - more green in parking lot	Grasscrete	NEW Buildings and Grounds
Establish a memorial garden on the land above the lanai to the road where ashes of parishioners can be buried and plaques commemorating lives.	Land Use	NEW Buildings and Grounds
Plant flowers for Lei- plumeria, puakinikini, plant flowers along the frontage	Landscaping	NEW Buildings and Grounds

Comments	Key Word	New Ministry
More plants (flowers) in the grounds	Plants	NEW Buildings and Grounds
Invest in age appropriate outdoor playground features	Play ground	NEW Buildings and Grounds
Playground on upper hill with street entrance	Playground	NEW Buildings and Grounds
Garden area: vegetables, flowers. i.e. a learning center for children	Garden	NEW Buildings and Grounds
A small community garden the youth can be involved in	Garden	NEW Buildings and Grounds
Hire and House college, homeless, disabled, otherwise needy to care for garden	Garden	NEW Buildings and Grounds
Build garden on site	Garden	NEW Buildings and Grounds
Veteran memorial 442nd. Ash Niche.	Memorial	NEW Buildings and Grounds
More parking - no need to be paved	Parking	NEW Buildings and Grounds
An Activity Center	Activity Center	NEW Buildings and Grounds
Air conditioning	Air-conditioning	NEW Buildings and Grounds
Make our church cooler	Air-conditioning	NEW Buildings and Grounds
An inviting place of sanctuary and celebration	Building	NEW Buildings and Grounds
Construction overhang to shelter people from the rain, especially for the seniors and the handicapped	Building	NEW Buildings and Grounds
Erect another structure for gathering,	Building	NEW Buildings and Grounds
New Building Complex designed well for all uses; rent somewhere else while being built	Building	NEW Buildings and Grounds
Repair and renovate buildings	Renovate	NEW Buildings and Grounds
Renovate the church	Building- renovate	NEW Buildings and Grounds
A total update-upgrade of all our church buildings (including Joyland/Fellowship Hall) addition of senior affordable apartments redesigned to add classroom/ multi-use space	Building- Renovate	NEW Buildings and Grounds

Comments	Key Word	New Ministry
Renovate the buildings (beyond that, too much money is a distraction)	Buildings- renovate	NEW Buildings and Grounds
Build a second story community center	Community Center	NEW Buildings and Grounds
Cook Room: Vestry	Cook Room	NEW Buildings and Grounds
Makeover for Cook Room (& all spaces) to enhance organizing, access supplies & still use for group meetings. Look at all wall cabinets to find beautiful highly practical, effective and efficient solutions to keep space welcoming, lovely to sit at or walk into.	Cook Room	NEW Buildings and Grounds
Larger Cook Room	Cook Room	NEW Buildings and Grounds
Hot water in Cook Room	Cook Room	NEW Buildings and Grounds
Upgrade doors and windows	Doors/Windows	NEW Buildings and Grounds
Replace entire electrical connection	Electrical	NEW Buildings and Grounds
Have more fans/change them out for newer ceiling fans	Fans	NEW Buildings and Grounds
Parish upgrade fans (I am new)	Fans	NEW Buildings and Grounds
Better fans for more circulation	Fans	NEW Buildings and Grounds
Fence in, utilize our upper yard area with these possible thoughts:	Fence	NEW Buildings and Grounds
Build homes for the homeless	Homeless	NEW Buildings and Grounds
Co-Housing Multi-generational faith-based project	Housing	NEW Buildings and Grounds
Support and construct affordable housing - seniors, families	Housing	NEW Buildings and Grounds
A building (home) for the person who oversees and is responsible for activity in all buildings/grounds. Essential with the massive growth of our church.	Housing	NEW Buildings and Grounds
Senior housing	Housing	NEW Buildings and Grounds
Affordable Housing projects - for the less fortunate. Create a Holy Apostles Foundation	Housing	NEW Buildings and Grounds

Comments	Key Word	New Ministry
Housing Facility	Housing	NEW Buildings and Grounds
A Kitchen	Kitchen	NEW Buildings and Grounds
Certified Kitchen	Kitchen	NEW Buildings and Grounds
Upgrade the kitchen to be certified	Kitchen	NEW Buildings and Grounds
Certified kitchen	Kitchen	NEW Buildings and Grounds
A certified kitchen	Kitchen	NEW Buildings and Grounds
A certified kitchen	Kitchen	NEW Buildings and Grounds
Expand the kitchen	Kitchen	NEW Buildings and Grounds
Certified kitchen	Kitchen	NEW Buildings and Grounds
Certified Kitchen	Kitchen	NEW Buildings and Grounds
Certified kitchen	Kitchen	NEW Buildings and Grounds
Certified kitchen	Kitchen	NEW Buildings and Grounds
A full kitchen	Kitchen	NEW Buildings and Grounds
Kitchen	Kitchen	NEW Buildings and Grounds
Full Kitchen facilities to prepare large amounts of food	Kitchen	NEW Buildings and Grounds
Multi purpose court... sports, etc.	Multipurpose Court	NEW Buildings and Grounds
Improve acoustics and ways to follow service . Choir, Speaker system (may have multiple underseats with controls) Ipads, drop down screens with words to follow	Music	NEW Buildings and Grounds
Use all our buildings for Parish events or community needs	Outreach	NEW Buildings and Grounds
Parish Hall/Kitchen: Funding from generous donor useful	Parish Hall	NEW Buildings and Grounds
Host more community events with more space (parish hall)	Parish Hall	NEW Buildings and Grounds

Congregation's Comments	Key Word	New Ministry
Renovate the parish hall to include sleeping quarters and general medical care for people in need (not necessarily homeless) staffed by counselors and nurses and doctors.	Parish Hall	NEW Buildings and Grounds
Build 2nd story on Parish Hall	Parish Hall	NEW Buildings and Grounds
Parish hall for food outreach	Parish Hall	NEW Buildings and Grounds
I'd like access to our kitchen & parish hall;	Parish Hall	NEW Buildings and Grounds
Grounds & Parking: Clear trees; add parking to meet growth	Parking	NEW Buildings and Grounds
Replace pews with chairs - sanctuary configuration more flexible and comfortable.	Pews	NEW Buildings and Grounds
Upgrade restrooms	Restrooms	NEW Buildings and Grounds
Bathrooms	Restrooms	NEW Buildings and Grounds
Solar electric system to help care for the 'aina and give us flexibility for possible air conditioning	Solar	NEW Buildings and Grounds
An Episcopal-run preschool focusing on the church's connection to the Hawaiian community	Young Families	NEW Buildings and Grounds
Encourage the University students to join Sunday service	College Outreach	NEW College Outreach
Reach out to College Group	College Outreach	NEW College Outreach
Reach out to college students	College Outreach	NEW College Outreach
Pizza night at UH Hilo College to get ideas regarding what might work for them	College Outreach	NEW College Outreach
Reach out to the students of UH Hilo!	College Outreach	NEW College Outreach
Serious outreach to UH students w/activities w/ fellowship	College Outreach	NEW College Outreach
Open house/BBQ/block party during academic semester - just to show us to random neighbors	Outreach	NEW College Outreach
UH Hilo	Comment	NEW College Outreach

Comments	Key Word	New Ministry
Rides to church for college students	College Outreach	New College Outreach
More college students	College Outreach	NEW College Outreach
A close connection to UH-Hilo	College Outreach	NEW College Outreach
Offer support to LGBT U-H students. What ever happened with that idea? It would be great to have a bigger tie-in with U-H students, and we could aim that not just to LGBT's, but other student groups that fit in with our vision/mission. We'll have a better idea of our own heritage, why God called us here (through the Holy Sovereigns), and how we're living out our special vision/mission in ways that bless our God, our community and ourselves.	College Outreach	NEW College Outreach
For University students: weekly study, coffee space with possibility of music/open mic. Given how students are stressed and sometimes depressed, it would be good, if we could reach out somehow for meditation/Bible study just for them	College Outreach	NEW College Outreach
More college kids	College Outreach	NEW College Outreach
How do we serve University of Hawaii students? What are their needs?	College Outreach	NEW College Outreach
UH Students: Tutor, counsel, pantry, study area, quiet place	College Outreach	NEW College Outreach
University Students: Youth group pot luck dinners	College Outreach	NEW College Outreach
UH Students: Sensitive to engage, but maybe, support talks to help students with issues - how to get the word out	College Outreach	NEW College Outreach
UH Students: Creating socials: once a month/ semester buffet or BBQ (bring your own chair/ musical instrument), opportunity to meet, get to know our church, us to know them. Ask for UH volunteers to help with garden project. What are they studying that they could share with our youngsters, adults.	College Outreach	NEW College Outreach
UH Students: Connect with Associated Students to offer spiritual counseling and support for UHH/HCC students and staff	College Outreach	NEW College Outreach

Comments	Key Word	New Ministry
Gathering Space for UH Students	College Outreach	NEW College Outreach
Future Outreach: Small group performances on Holy Days from Music groups at UH	Small Group Performances	NEW College Outreach
Gathering space for UH students	Meeting Space	NEW College Outreach
UH Students: Canturbury Club, building stronger bridges (we seem to have none)	College Outreach	NEW College Outreach
New effort to get a presence on UH campus	College Outreach	NEW College Outreach
UH Students: Provide facilities , endowment	College Outreach	NEW College Outreach
A University/College Ministry	College Outreach	NEW College Outreach
Internships for College students	College Outreach	NEW College Outreach
Sponsor Episopalian college students to study at UH from other communities, state, & countries	Scholarships	NEW College Outreach
Hire a youth Priest to develop a program to work with High School & College Students	Youth	NEW Youth/College Outreach

Comments	Key Word	New Ministry
Welcome Brochure: to include the ministries/activities that we have and who is in charge with contact information.	Welcome Brochure	NEW Communications & Promotions
Inclusiveness message at the entrance to church	Signage	NEW Communications & Promotions
A Sign Board with Changing messages, humerous a possible	Communicaton	NEW Communications & Promotions
New P.A. amplifier system & speakers, etc.	Sound system	NEW Communications & Promotions
Start planning an openhouse/Fair where we can advertise who we are and connect person to person. We could set the grounds up with food and games for the kids and show people who we are. People need infor if they would like to make this their church	Open House	NEW Communications & Promotions
Invitation cards that members can give out to people they know	Church cards	NEW Communications & Promotions
Heighten our profile in community through community service	Outreach	NEW Communications & Promotions
More guest inspiration events so inviting the public	Outreach	NEW Communications & Promotions
New Speakers	Worship	NEW Communications & Promotions
Message board out on the street announcing current church activities	Signage	NEW Communications & Promotions
Suggestion Box	Comment	NEW Communications & Promotions
Spotlight on individual's family - written paragraph on individual family	Communication	NEW Communications & Promotions

Comments	Key Word	New Ministry
Assess/Ask current members - create a phone tree type list geographically based at the bottom. Have a team that monitors major events/changing conditions. Today someone may be independent, next week have a hard time getting to church carpool or digital recording offered. Even make it easier for existing members to attend. Today one of existing teams - Fellowship Food, for example, losesteam member - identify new ones. Find out where gaps, stress points, friction - so people aren't alone and have options.	Communication	NEW Communications & Promotions
Video Equipment - to record the services & post to social media	Communication	NEW Communications & Promotions
Essential need for improved sound system & speakers	Equipment	NEW Communications & Promotions
Improve our online presence-live activities/events	Communication	NEW Communications & Promotions
Convince people to come so often	Invite	NEW Communications & Promotions
Poster "Top 10 Reasons"	Advertisement	NEW Communications & Promotions
Other events/fairs, etc	Open House	NEW Communications & Promotions
Getting younger people	Youth	NEW Communications & Promotions
Brimming attendance	Attendance	NEW Communications & Promotions
50-100 people every service	People	NEW Communications & Promotions
Facilitate (digitally) communication w/distant persons - prisoners, military overseas	Communication	NEW Communications & Promotions
I can give talks or coach on help dealing with stress. Pastor has her gifts. So does everyone. We can find topics - see where there is interest. I am on fellowship and have lost all people who used to help. That is not sustainable & gets expensive.	Fellowship	NEW Communications & Promotions

Comments	Key Word	New Ministry
Families with young children: Within our weekly newspaper ad: what will be happening on Sunday, specific teaching and fun activity	News Updates	NEW Communications & Promotions
Extensive outreach programs, communications, and activities are key	Outreach	NEW Communications & Promotions
Bigger signage	Signage	NEW Communications & Promotions
Have a big active social media program	Social Media	NEW Communications & Promotions
Inside of sanctuary: Impeccably maintained and beautify. Asthentially pleasing technological improvements added to enhance comfort, ability to listen and participate and follow service or guest speakers (within services)	Tech improvements	NEW Communications & Promotions
Parish hall: meeting space, pre-school, Sunday school, student activities & study, eves videoaudio center screen films	technology	NEW Communications & Promotions
A surround sound video screening	Video screening	NEW Communications & Promotions
Wording change	Wording	NEW Communications & Promotions
Fewer members	Members	NEW Communications & Promotions
More people coming	People	NEW Communications & Promotions
Large attendance and known in the community	Attendance	NEW Communications & Promotions
Beautiful gateway CHA sign	Signage	NEW Communications & Promotions
A sign out front	Signage	NEW Communications & Promotions
Inviting - sign board, times, humor	Signage	NEW Communications & Promotions
Lighted sign (before the church entrance (pic approx.in line with office)	Signage	NEW Communications & Promotions
welcoming signs - verses	Signage	NEW Communications & Promotions

Comments	Key Word	New Ministry
Everyone seems busy, have amazing talents and want to help others when it doesn't become a burden. Capture the ways that people can help & dedicate people to connect these talents	Gift Assessment	NEW Communications & Promotions
With the needs of our church & congregation & community: Person who is home bound could do it after inventory so that they are able to know resources in congregation, can listen to needs of congregation & get out word or put people in contact with each other or community resources. example:	Gift Assessment	NEW Communications & Promotions
Lighted sign to go on the pedestal in front with letters that can be changed as needed	Signage	NEW Communications & Promotions
Do not call the Church "CHA"	Comment	NEW Communications & Promotions
More group events at church ie. Bingo youth gatherings	Events	NEW Communications & Promotions
Publication of outreach events	Outreach	NEW Communications & Promotions
Public meeting on drug addiction	Outreach (Drugs)	NEW Communications & Promotions
Hire a dedicated social media expert	Social Media	NEW Communications & Promotions
Instagram, snap Chat	Social Media	NEW Communications & Promotions
Social Media Person/Paid	Social Media	NEW Communications & Promotions
Digital worship capability	Technology	NEW Communications & Promotions
Sanctuary: Add technology, move towards screens and video so services are easily visible	Technology	NEW Communications & Promotions
Streaming all services online + infrastructure	Technology	NEW Communications & Promotions

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Comments	Key Word	New Ministry
Care of the congregation. Our congregation has many seniors and that will likely continue. The younger members could help out by buying groceries with or without the seniors, transporting to doctors' appointments, and other errands, carpooling to and from service, bringing cooked meals or some leftovers from Sunday get-togethers or potlucks. This could be beneficial as well to offer some social contact to the elderly who do not get out much.	Kupuna Care	NEW Congregational Care
Continue to give support to family & friends who lost a loved one	Bereavement	NEW Congregational Care
Important goal for CHA to remain active part of people's lives day by day and Sunday-by-Sunday. For most people, I have encountered here, Church and Christianity are not a very active part of their lives, even if it has had a major role shaping their culture & society.	Worship	NEW Congregational Care
How do we help our church, our congregation & pastor do our best & be our best? Keep asking key questions regularly - such as what's 1 thing that will help you most right now? And follow up with real support.	Vestry	NEW Congregational Care
Cards to go to absent parishioners; including children	Communication	NEW Congregational Care
Refine our network and protocol for quick disaster/emergency responding. Do it conspicuous to the whole church	Disaster Preparedness	NEW Congregational Care
Bus for transportation	Bus	NEW Congregational Care
Vehicle (Van, etc) to support those who do not have transportation - handicapped, seniors, etc.	Vehicles	NEW Congregational Care
Disaster relief for our Edifice (Fire, Flood, Hurricane, Volcano, etc.)	Disaster relief	NEW Congregational Care
Help members in need	Comment	NEW Congregational Care
Transportation	Transportation	NEW Congregational Care
A van	Van	NEW Congregational Care
Van	Van	NEW Congregational Care
Van or Bus	Van	NEW Congregational Care

Maybe buy a handicapped accessible bus so the congregation can pick up people who would like to come to church but can't because of transportation issues.	Van/Bus	NEW Congregational Care
Purchase vehicle that can take wheel chairs and small groups - handle changing physical needs	Vehicles	NEW Congregational Care
Comments	Key Word	New Ministry
Be more ecumenical- volunteer for community projects; i.e., Habitat hands on, outreach	Outreach	NEW Outreach
Start a "Babies in Need" ministry (see Google search items) at babiesinneed.org. This non-profit was started by women from All saints Episcopal, Vancouver, WA to provide newborns with basic needs. It has grown into interfaith project that builds goodwill in the community as well.	Outreach	NEW Outreach
Discernment for ladies who may be interested in forming a Chapter for DOK at CHA	Fellowship	NEW Outreach
Build up Filipino Community at CHA	Worship	NEW Outreach
More outreach projects	outreach	NEW Outreach
Outreach	outreach	NEW Outreach
serving the homeless with regular staff to meet their needs ie. Bath, haircuts, etc. a sort of "salon" on a scheduled organized scale.	Community Use	NEW Outreach
If monies are available... administer our own day care or pre-school, so stressed families would be supported by our community.	Day Care	NEW Outreach
Having a DOK chapter for ladies who are committed to daly prayer, service & evangelism.	DOK chapter	NEW Outreach
Outreach: continue Faith Hui, Homeless ministires	Faith Hui/ Homeless	NEW Outreach
Growth	Growth	NEW Outreach
Filled with families and lots of children, singles, all ethnicities, individuals representing our diverse community	Increase congregation	NEW Outreach
On site: medical/dental/barber	Medical/dental/ barber	NEW Outreach
More ministries with the needy	Needy	NEW Outreach
Neighbor inclusion- VA, University	Neighbors	NEW Outreach
24-hour presence for the lonely, hurting, frightened	Safe Space	NEW Outreach
Would like to see us support Salvation Army supported (toiletries, etc)	Salvation Army	NEW Outreach
Look like today - but faces different	Same status	NEW Outreach

Comments	Key Word	New Ministry
Ministries that serve seniors	Seniors Care	NEW Outreach
Ecumenical activities	Ecumenical	NEW Outreach
All comers worshipping	All comers	NEW Outreach
Is there a ministry offered especially for Episcopal Church for addiction? There's a need in community	Community Use	NEW Outreach
Community outreach: Giving services to those who commit to attend - at the park, support county events, shoes, slippers, support other events- parades	Community Use	NEW Outreach
More meetings in Cook Room	Cook Room Use	NEW Outreach
Continue ministries to reach out religiously - act of kindness, in additional to coming	Liturgical	NEW Outreach
Serve others in need	Serve Others	NEW Outreach
Sponsor events open to our community: Jazz groups, chamber players, youthful musicians, choral groups, games/ activity day for youth. Learn about a subject; have fun. Ex. Play the ukulele, Space Project, Plant a vegetable: how nutritious is it? Hawaiian Cultural event with food tasting, ancient games, tapa making. Ethnic events featuring food, crafts, games.	Community Use	NEW Outreach/ Music and Choir
Go out to do free breakfasts or lunches or dinners @ Coconut island to meet new people in our community	Outreach	NEW Outreach
Volunteer programs	Volunteers	NEW Outreach
Build a consistent program for homeless	Homeless	NEW Outreach
Build a 1-stop homeless station to include: 1) temporary housing 2) meals 3) medical aid 4) social worker eval, & 5) referrals to community resources	Homeless	NEW Outreach
House less support (home?)	Homeless	NEW Outreach
Expand the outreach to the homeless to reach out to the whole peron; help with clothing & education, etc. as well as food and religion	Homeless	NEW Outreach
Homeless	Homeless	NEW Outreach
Homeless shelter	Homeless	NEW Outreach
Educational programs to assist homeless to gain employment (or needed skills for retraining	Homeless	NEW Outreach
Help the Homeless	Homeless	NEW Outreach
A 24-hour presence always ready to respond to community needs - generous support	Outreach	NEW Outreach
Outreach to those in need	Outreach	NEW Outreach

Comments	Key Word	New Ministry
Reach a consensus on the most needed item	Comment	NEW Outreach
Evaluate needs to make church cradle to grave outreach	Comment	NEW Outreach
Current ministries: Current outreach status quo	Outreach	NEW Outreach
Supporting community programs	Outreach	NEW Outreach
Helping "Needy" in community	Outreach	NEW Outreach
Helping the community in need	Outreach	NEW Outreach
To help with community outreach and assisting those in need	Outreach	NEW Outreach
Give to the poor	Outreach	NEW Outreach
Give to people who need it	Outreach	NEW Outreach
Create a large community outreach program and build membership	Outreach	NEW Outreach
Support community programs	Outreach	NEW Outreach
Generous donations to local, national and international good works	Outreach	NEW Outreach
Expand community ministries	Outreach	NEW Outreach
Outreach	Outreach	NEW Outreach
Continue our outreach programs & donate more of the donor funds to each program to perhaps bring these people into the church by encouraging them to attend any of the services we offer	Outreach	NEW Outreach
More social services	Outreach -Social Services	NEW Outreach
Help other Churches	Outreach-Churches	NEW Outreach
Support the homeless	Homeless	NEW Outreach

Nursery with paid attendant/caretaker	Nursery	NEW Young Families
More families and young adults	Family Events	NEW Young Families
Nursery for infant to 3 years	Nursery	NEW Young Families
How would we go about getting younger people to attend	Youth	NEW Young Families

Comments	Key Word	New Ministry
More families with young children	Young Families	NEW Young Families
The pre-school will be run by the Parish	Young Families	NEW Young Families
Pre-school and day care (with tutoring offered?) with special deal for church member families	Young Families	NEW Young Families
Nursery for families with little ones (non-Sunday school)	Nursery	NEW Young Families
More families	Families	NEW Young Families
Host movie night for kids	Kids	NEW Young Families
Who Worshipping: More families with kids. And everyone else too!	Families	NEW Young Families
Attract families: Talk to people. Goal: be a great inviter. Invite someone (individual, family) for Sunday service. Pick them up.	Families	NEW Young Families
Extended educational component - kindergarden	Kindergarten	NEW Young Families
Episcopal-run pre-school focusing on the church's connection to the monarchy & Hawaiian culture	Preschool	NEW Young Families
Look at Pre-school options	Preschool	NEW Young families
Sponsor a soccer team	Youth	NEW Young Families
Children running	Children	NEW Young Families
	Young Families	NEW Young Families
Perhaps there are already developed programs other churches have tried that attract families with young children to our sanctuary/service.		
Families with young children: Sunday school, Parish Run Pre-school, Godly Play Program	Young Families	NEW Young Families
Hopefully we will continue to attract young family while revering our Kupuna.	Young Families and Kupuna	NEW Young Families/ EXPANDED Parish Life
After school care - school age children and senior volunteers help with homework	After School Care	NEW Young Families/ New Youth
Playground	Playground	NEW Young Families

Congregation's Comments	Key Word	New Ministry
Install serious playground (like Lincoln park but not as big, maybe let there be street access	Playground	NEW Young Families
Playground	Playground	NEW Young Families
Build a playground	Playground	NEW Young Families
Build a playhouse for the kids at church	Playhouse	NEW Young Families
Improve and expand our pre-school to semi-Montesorri	Young Families	NEW Young Families
Nursery	Nursery	NEW Young Families
Families with young children: Million dollar question!		
Youth ministry	Young Families	NEW Young Families
Expand the pre-school facilities and personnel	Young Families	NEW Young Families
Run our own preschool	Young Families	NEW Young Families
Youths getting involved in worship	Youth	NEW Youth
Summer camp	Youth	NEW Youth
Recruit more young people	Youth	NEW Youth
Youth opportunities	youth	NEW Youth
Recruit young people	Youth Ministry/ Campus ministry	NEW Youth
More young people	youth	NEW Youth
Add more teens	teens	NEW Youth
Drive in movie night in parking lot and invite UHH studets and community	Family Events	NEW Youth
Younger People	younger	NEW Youth
Youth group leaders	Youth	NEW Youth
Day camp/summer	Day/Summer camp	NEW Youth
Provide nutrional snacks & Beverages for UH & Waiakea High School student with a place to meet & study with friends	Meeting Space	NEW Youth
Safe Space for Study	Safe Space	NEW Youth
More young people using facility	Young Families	NEW Youth
New ministries: Connection to Young Life	Young Life	NEW Youth
Teen "dinner night"	Youth	NEW Youth
More youth attendance	Youth	NEW Youth

Comments	Key Word	New Ministry
Kids having dancing - 16-year old here; pre-teens	Youth	NEW Youth
More children - cradle to high school programs	Youth	NEW Youth
Reading help-tutors	Tutors	NEW Youth
Snacks & Beverages for UH/Waiakea	Youth	NEW Youth
More youth attendance	Youth	NEW Youth
More activities for youth	Youth	NEW Youth
New ministires: Youth engagement	Youth	NEW Youth
Pour money into children's education	Young Families	NEW Youth
Educate children	Young Families	NEW Youth
A youth ministry with paid staff to offer music program at selected services	Youth	NEW Youth
Outreach and survey of community youth to provide services to draw them in- give them what they need	Youth	NEW Youth
Hire a youth Priest to develop a program to work with High School & College Students	Youth	NEW Youth/ College Outreach
Pour money into children's education	Young Families	NEW Youth/ Young Families
Educate children	Young Families	NEW Youth/ Young Families

**CHURCH OF HOLY APOSTLES
MINISTRY FACT SHEET (1/20/20 draft)**

Name Of Ministry	
Objectives (Purpose) Note: start with a Verb	
Benefit Population (group we serve)	
Chair/Co-Chairs	
Members (Organizers, Worker Bees)	
Responsibilities (Tasks, Events, Programs, Projects, Activities, or Service our team provides to achieve our objective. Include easy wins	
Level of Commitment (Approx. volunteer hours per month)	
Meetings (When we get together to plan, prepare, or make decisions)	
Event Dates (When we serve)	
Opportunities (What we would do given more members/ resources	
To Join, Contact	
Current Year Annual Operating Budget	
New Year Budget/ Resource Request	
Rationale for Increase/Decrease	
Name of Individual completing form	
Date Submitted	

CHURCH OF THE HOLY APOSTLES GUIDELINES FOR A NEW MINISTRY FORMATION

The purpose of developing guidelines is to establish a process for creating new ministries after the plan is adopted and before the next 5-year action plan update. This is so that new ideas are carefully examined within context of our Vision and current action plan, prayerfully considered, and supported by ministry leaders and the congregation.

DEFINITION OF MINISTRY (as defined within context of this plan): A major strategy or initiative that is carried out by members of Church of the Holy Apostles as a way of expressing our faith and commitment to carry out Christ's work in our church, the wider community, and the world. Ministries rekindle our passion and train us as leaders and disciples equipped to follow God's call. All ministries fall under a focus area in our Vision Plan. Uniquely, the term ministry identifies both the initiative and its implementers.

GUIDELINES:

- 1. Start with a Champion.** A Champion is a person who is inspired by a great idea and wants to take action by creating a new ministry for our church. He or she also wants to share this idea to recreate the experience with others. The Champion should identify how the new Ministry would be consistent with our Vision and Action Plan. The champion does not need to be chair, but initially a convener or contact person.

- 2. Complete a Proposal form. Answer the following questions:**
 - What is the idea for which you are excited about?
 - Why do you think it should be a new ministry?
 - Could your idea be implemented by an existing ministry? (Look at current action plan description of ministries and their purpose statement. If it could possibly fall under an existing ministry, approach and dialogue with the co-leaders. If cannot be integrated, continue with the proposal form.)
 - How does this idea support our Vision, Mission, Core Values?
 - Which focus area might it fall under?
 - What are some initial actions, events, activities that would be created as a result of this ministry?
 - After you complete your proposal form, you are ready to make an appointment and share your idea with Pastor Katlin

- 3. Build a Support Team.** It is highly recommended that you recruit and meet with other individuals and form an initial core support team who are equally excited about your idea and willing to help move this ministry forward. A team approach provides for a much stronger foundation for success.

- 4. Present Ministry to the Senior Leadership.** The Champion and his/her team should meet with Pastor Katlin, Fr. David, Senior Warden, and Jr. Warden to present the new ministry proposal. The discussion should include, among others, why it doesn't fit under an existing ministry, how the new ministry is consistent with our Focus Areas, Vision, Mission, and Core Values, proposed initial 1-2 year goals, and list of support team members.
- 5. A period of prayer discernment should occur before officially making a decision.** During this time, the idea should be announced to the congregation and to all ministry co-chairs to see if there is support from other members who are willing to rally around this new effort.
- 6. Officially Kick Off New Ministry by Announcing to Congregation and Ministry.** Once a Ministry has been discerned and received, an open invitation is announced to the congregation to start the new ministry. Initially, the Champion can convene interested individuals until co-chairs are identified. During the initial first year and incubation period, the Senior Leadership and other co-chairs may offer to guide, nurture, and help with goal planning and progress reports. The new Ministry would initially be placed under Focus Area 5: A Transformed and Vibrant Future. A future home focus area should also be identified.
- 7. Complete a Fact Sheet.** Within the first three (3) months, the team should convene, organize, and get to know each other, including doing a gifts assessment and asset mapping, complete a Ministry Fact Sheet (see Appendix). They may prayerfully discern who the co-chairs will be. The co-chairs will now be members in the Vision Implementation Team (VIT). When a meeting is scheduled, a presentation introducing the new ministry should be made to the VIT.

Church of Holy Apostles - Ministry Progress Report
MONTHLY/SEMI-ANNUAL - Due 2nd Sunday of Every Month or in July
(Due Monthly only if a major event held OR moneys expended)

NAME OF MINISTRY:		Contact Infor (email/phone):	
Co Chairs/Contact:		Check if Semi Monthly Report: January - June <input type="checkbox"/>	
Check if a Monthly Report <input type="checkbox"/> Month/Year covering:		Total budget expense by event (attach detailed list itemizing individual costs)	
List goals achieved; highlight event(s) or activities held	Dates held	Where held	Number of people in attendance
Have you faced any obstacles or challenges during this period that concerns you? Other comments?			
Total moneys spent this month or last 6 months if semi-annual:			
Report Submitted by:		Date Submitted:	

6/5/2020ak

Church of the Holy Apostles: Faith and Focus

APPENDIX K

**Church of Holy Apostles - Ministry Annual Report
(Due Annually on the 2nd Sunday in January)**

NAME OF MINISTRY:		Annual Report Year:		
Co Chair/ Contact:		Contact Infor (email/phone):		
List Goals achieved; highlight event(s)/activities held during year	Dates held	Where held	Number of people in attendance	Total budget by event (attach detailed list itemizing individual costs)
Total moneys spent during year:				
Have you faced any obstacles or challenges during this period that concerns you? Other comments?				
Goals for next year	Purpose/Outcome	When	Where held	Funds needed to achieve each goal
Total budget needed for upcoming year:				
Report submitted by:				Date submitted:

6/9/2020oak

Church of the Holy Apostles: Faith and Focus 2030

APPENDIX L

"The future belongs to those who give the next generation reason to hope."

Pierre Teilhard de Chardin