



The Episcopal  
PARISH OF ST. CLEMENT  
Honolulu E KOMO MAI

# ANNUAL *Meeting*

1515 WILDER AVENUE, HONOLULU, HI 96823

**JAN**

**26<sup>th</sup>**

**2025**

StClem.org

# AGENDA

Annual Meeting 2025

January 26, 2025

The Episcopal Parish of St. Clement

11 A.M.

1. Call to Order
2. Opening Prayer
3. Approval of the Minutes from the 2024 Annual Meeting *Page 5*
4. Appointments of Tellers for Election
5. Election *Page 11*
  - A. Junior Warden
  - B. Vestry
  - C. Diocesan Delegates
6. Father Brian's Report *Page 15*
6. Senior Warden's Report *Page 15*
8. Property Committee's Report *Page 17*
9. School Report *Page 18*
10. Treasurer's Report *Page 24*
11. Ministry Reports *Page 41*
12. Recognitions
13. Open Floor (Questions and Answers)
14. Election Report
15. Father Brian - Final Remarks
16. Adjournment

Staff

Priest-in Charge

The Reverend Brian G. Rallison

Head of St. Clement's School

Jodi Yoshioka

Choir Director

Addison Omohundro

Organist

Irwin Jiang

Family Ministries Coordinators

Gail & Scott Suzuki-Jones

Parish Administrator

Leesa Steadman

Sexton and Groundskeeper

Rocky Fussco

Stan Ornellas (Emeritas)

2024 Vestry

Senior Warden

Martha Morgan

Junior Warden

Soane Lino

Assistant Junior Warden

Robert Nataksuji

Treasurer

Elizabeth Baldwin

Clerk

Holoua Stender

Members:

Leslie Isaki

Bill Markevitch

Tau'eva Lino

Sarah Palm

Susan Palmore

2024 Convention Delegates

Mary Carpenter

Susan Palmore

Tau'eva Lino

Sarah Palm

Soane Lino

Stephen Reynolds

## Ministry Chairs and Representatives

Acolytes	Scott Suzuki-Jones
Adult Discussion	Pam McCoy
Altar Guild	Sandy Souza
Chapel of Peace	Leesa Steadman
Family Ministries	Gail & Scott Suzuki-Jones
Flower Guild	Adrienne Lau
Food Distribution	Holoua Stender and Maile Hatfield
Global Ministries	Beverly Davis
Institute for Human Services (IHS)	Leesa Steadman
Lectors	Leesa Steadman
Makiki Farmers' Market	Pam Fern
Prayer Chain	
Reading Between the Lines	Carol Taylor Kim
RYSE / YO! House	Jane Anderson
Stewardship	Leesa Steadman
Ushers, Greeters, and Offering Counters	Elizabeth Baldwin

The Parish of St. Clement  
Annual Meeting Minutes  
January 31, 2024 - 6:00 pm

1. Call to Order: The meeting was called to order by Senior Warden Beth Fincke at 6:30 pm.
2. Opening Prayer: The opening prayer was given by Beth.
3. Thanked the Search Committee and Vestry for their diligent work during the priest search from August 2023, through January 2024. Announced that the new priest-in-charge has been called. The Vestry is working to finalize arrangements. The new priest's name will be announced after the compensation agreement is finalized.
4. The 2023 Annual Report was distributed to those who attended in person, and it was mailed via USPS to those who requested it. The report was also made available online.
5. Approval of the Minutes: The minutes of the January 29, 2023, meeting were submitted.
6. Election of Junior Warden and Vestry Members
  - Nominations for the Vestry are as follows. Elizabeth Baldwin, Kathleen Norris; and Robert Nakatsuji for three (3) vacant Vestry seats.

There being the exact number of candidates for the positions available, it was moved, seconded, and passed to vote by acclamation to accept the slate of candidates for the Vestry.

- Soane Lino was re-elected Junior Warden.
- The congregation elected Mary Carpenter, Soane Lino, Sarah Palm, Stephen Reynolds, and Susan Palmore as Diocesan Convention Delegates.

1. The treasurer, Martha Morgan gave an overview of the 2023 Annual Budget. Martha presented the Vestry-approved 2024 Annual Budget.
2. Senior Warden's Report
  - Beth thanked retiring Vestry board members Susan Palmore, Matthew Chapman and Brian Crow.
3. The Junior Warden submitted an annual report.
4. St. Clement's School submitted a 2023 annual report and budget.
5. Treasurer's Report
  - The 2024 Parish Budget was approved by the Vestry at its January 30, 2024 meeting.
  - There was a surplus of \$90,000 from the 2023 budget.
  - The church did not spend much on outreach in 2023.
  - There is a reluctance by some to make an annual pledge. The currently pledged amount is \$118,000.
  - The treasurer recommended that we raise annual pledge commitments to at least \$200,000 to meet financial goals for 2024.

Martha Morgan was thanked by the senior warden for her service as treasurer.

6. Blessings were offered by Senior Warden Beth Fincke.  
Meeting adjourned at 6:55 pm

Respectfully submitted by Holoua Stender, Vestry clerk

Vestry of the Parish of St. Clement  
Annual Report of 2024 Vestry Resolutions  
January 26, 2025

The Vestry of the Parish of St. Clement adopted the following resolutions in 2024.

January 30, 2024

- The 2024 budget was approved as proposed, subject to amendment of expenses due to future considerations.
- A proposal was made to call Brian Rallison to be priest-in-charge for a three-year contract. Decision to be made by consensus. The motion was approved by consensus.
- A proposal was made to call Michael Barham to be priest-in-charge for a three-year contract, if Brian Rallison does not answer our call to be our priest. The motion was approved.
- A proposal was made to call Ken Ritter to be priest-in-charge for a three-year contract, if both Brian Rallison and Michael Barham do not answer our call to be our priest. The motion was approved.

February 27, 2024

- It was resolved to revise and accept the newly revised 2024 budget to reflect changes as reported below. Motion passed.
- Adjustments made to budget included an increase to the new priest's salary from \$105,000 to \$111,000; and moving expenses increased from \$34,000 to \$40,000 due to the move being undertaken from the east coast of the US to Hawai'i.
- A resolution was made to the revise the clergy housing allowance to \$60,000. The motion passed.

March 12, 2024

- The motion to accept the proposal by Crexendo to upgrade the parish phone system to an automated system with three lines and automated choices for callers for \$90.15 a month was approved. (Martha Morgan/Leslie Isaki)
- The motion to issue new parish credit cards with monthly limits to Father Brian for \$2000, Beth Fincke for \$1000, and Leesa Steadman for \$1000 was approved.
- The motion to offer a 6-month rental agreement of Apartment 2 to Stan Ornellas for \$750 a month and his services as night security from 8:00 p.m. to 6:00 a.m., including opening and closing the gates, with a 30-day pull-out by either side, was approved.
- The motion to hire Stan Ornellas to work on Mondays and perform special projects as assigned at an hourly rate of \$25 was approved.
- The motion to have Father Brian purchase a TV and DVD player, not to exceed \$1000.00, for use with the St. Clement School to use the Holy Moly series in chapel was approved. (Sarah Palm/Holoua Stender)

- A motion to close the vestry meeting and suspend minutes for the purpose of discussing human resources issues was approved. (Martha Morgan/Robert Nakatsuji)
- A motion to reopen the meeting was approved. (Sarah Palm/Liz Baldwin)

April 23, 2024

- A motion made to close the meeting to discuss personnel issues was approved. (Liz/Martha)
- A motion made to reopen the meeting was approved. (Martha/Liz)

May 28, 2024

- A motion was made and approved to accept the financials as presented for April 2024. (Sarah/Leslie)
- A motion was made and approved to authorize Brian+ as a signer on the First Hawaiian Bank Alms Fund account, with the Parish Treasurer as a back-up signer. (Beth/Martha)
- A motion was made to update signers on all asset accounts, and to add Brian+ as a signer on all asset accounts. Motion passed. (Sarah/Jane).
- A motion was made to confirm Liz Baldwin as the new treasurer, as Martha assumes her new responsibilities as Senior Warden. (Jane/Robert).
- A motion was made to adopt the Alcohol and Covid-19 policies of the diocese. Motion passed. (Liz/Martha)
- A motion was made to provide parting gifts of \$2,000 each to Mark Kennedy and Beth Fincke for their service to the church. Motion passed. (Leslie/Liz)
- A motion was made to approve the new security system Estimate No. 38118 and to table Estimate no. 38121. Motion passed. (Sarah/Martha)
- A motion was made to close the meeting to discuss personnel issues. (Martha/Sarah)
- A motion was made to reopen the meeting. (Martha/Holoua)

June 25, 2024

- A motion was made to accept the May 2024 financials. (Robert/Mark) Motion passed.
- The Employee Handbook was approved by the vestry via email.
- A motion was made to appoint Martha as the last delegate for the diocesan convention to be held at St. Andrew's Cathedral on October 24-25, 2024. Motion carried. (Holoua/Liz)
- A motion was made to approve the PTO policy. Motion passed. (Martha/Holoua)
- A motion was made to close the meeting to discuss personnel matters. Motion passed. (Martha/Liz)
- A motion to reopen the meeting passed unanimously.



July 23, 2024

- A motion was made to accept the June 2024 budget financials as presented. Motion carried. (Martha/Leslie)
- Motion: It was moved that the vestry give \$500 from the Vestry Discretionary Fund to Alexander Tan in acknowledgement of his high school graduation. Motion carried. (Leslie/Martha)
- Motion: A motion was made to engage a new company called Pro-Service to handle HR and payroll services for church employees. This service would enable the parish to adhere to HR, tax and legal regulations. (Martha/Leslie)
- Motion to close the meeting to discuss personnel issues passed. (Liz/Leslie)
- Motion to reopen the meeting passed. (Robert/Holoua)

August 2024

- No resolutions.

September 24, 2024

- A motion was made to approve minutes of the July 2024 vestry meeting minutes. Revised minutes were approved.
- A motion was made to appoint Ashley Kurisu to the St. Clement School Board. Motion approved.
- approved. (Leslie/Holoua)
- A motion was made to cancel Beth's credit card. Motion approved. (Martha/Liz)
- A motion was made to close the meeting to discuss personnel issues. Motion approved. (Liz/Leslie)
- A motion was made to reopen the meeting. Motion approved. (Martha/Liz)

October 22, 2024

- A motion was made to approve minutes of the Sept. 24, 2024. Minutes were approved. (Martha/Leslie)

November 19, 2024

- Minutes from October 2024. A motion was made by Martha to approve the minutes, seconded by Liz. Minutes were approved.
- Housing Allowance resolutions for your clergy and supply clergy for 2025 – Father Brian+ has elected to claim \$65,000.00 from his salary for the Housing Allowance. Martha Morgan moved to approve and Bill Markevitch seconded. Motion passed.

December 17, 2024

- A motion was made to require the First Wesleyan Church of Tonga to pay a security deposit of \$1,000 by February 1, 2025. When the security deposit is depleted to \$250 or less (due to damage to the parish campus caused by Wesleyan Church members) the Wesleyan Church will be given 30 days to relocate. Motion carried. (Martha/Liz)
- A motion was made to pay bonuses as follows: Leesa \$250; Rocky \$100; Irwin \$150; Addison \$100. Motion carried. (Liz/Bill)

Submitted by Holoua Stender, Vestry Clerk

## **Junior Warden Nominations** (1 *Position Available*)

### **Robert Nakatsuji**



Born: Honolulu, Hawaii, March 2, 1967.

Education: McKinley High School, 1985. Harvard University, BA, cum laude, 1989.

University of Hawaii Law School, JD, 1996. Passed Bar Exam, 1996.

Employment: Teacher, English and American History, Republic of Poland, 1990-1992. Law Clerk for Justice Mario R. Ramil, Hawaii Supreme Court, 1996-1998. Deputy Public Defender, 1998-2003. Private practice, 2003-2011. Adjunct professor, UH Law School, 2009-2011.

Deputy Solicitor General, Department of the Attorney General, 2011-2023.

Deputy Prosecuting Attorney, Honolulu Prosecutor's Office, 2023-present.

Personal: Wife - Stacia M. Silva. Children - Maxwell Nakatsuji, student at Tufts University, and Elise Nakatsuji, student at St. Andrew's Priory.

## **Convention Delegates** (6 *Positions Available*)

### 2025 Diocesan Convention Delegates' Nomination

### **Tau'eva Lino**



Tau'eva is a current member of the Vestry, who has been attending St. Clement for 15 years since she moved to Hawaii. She helps out with the Food Distribution Ministry and is member of the St. Clement Choir. She works as a caregiver. Being a servant of inspires her faith.

## **Convention Delegates** *(6 Positions Available)*

### 2025 Diocesan Convention Delegates' Nomination

#### **Ashley E. Maynard, Ph.D.**



I am Professor of the Department of Psychology at the University of Hawai'i at Mānoa, where I have been on the faculty since 2001. I received my Ph.D. in Psychology in 1999 from the University of California, Los Angeles and did two years of postdoctoral study in Anthropology and Cultural Psychology in the Department of Neuropsychiatry and Biobehavioral Sciences at UCLA. I have been blessed with gifts of integrity, altruism, and ahonui (patience with perseverance). I am grateful to live and work in Mānoa Valley.

#### **Holoua Stender**



Aloha. My name is Holoua Stender. I have been attending church at St. Clement's since 2007. I have volunteered and supported the church in various capacities. I have served as the vestry clerk for over five years and participated in the church's food ministry program since 2013. I'm also a choir member and often participate in Sunday services as a reader. Thank you for considering my application to be a convention delegate.

## **Vestry Nominations** *(6 positions available)*

Three year terms (beginning in 2025)

**Ashley E. Maynard, Ph.D.** *(see bio under Convention Delegates)*

### **Bill Markevitch**



I was born and raised in Maryland / Washington, D.C., but I've been fortunate to call Hawaii home for the past 30 years. My husband and I have been married for 29 years, and together, we have a wonderful 12-year-old daughter who keeps us on our toes. For the past 13 years, our family has been proud members of the St. Clements congregation, where we've found a warm and supportive community.

Living in Hawaii has been a blessing, and being part of St. Clements has deepened my connection to both my faith and our local community. I appreciate the opportunity to help sustain and strengthen our parish, so that it remains a welcoming place where others can find the same sense of belonging that my family and I have experienced.

## **Vestry Classes**

### **End of Term**

January 2025

Elizabeth Baldwin

Leslie Isaki

Soane Lino

Tau'eva Lino

Bill Markevitch

Holoua Stender

January 2026

Sarah Palm



The Third Sunday after the Epiphany  
January 26, 2025

My dear 'Ohana in Christ at the Episcopal Parish of St. Clement,

Greetings to you in the name of the God who created us, came to us, and is found within all of us in Love. I am thrilled and honored to share my first report as your priest at this parish's Annual Meeting. I will convey more of my thoughts on this report during my address at the closing of this meeting.

I admit that this is the fifth time I have started to write this report over the last three or four weeks. As you know, the world has dramatically altered within that time more than any other time I can remember, even more than when COVID first started to surface. Thankfully, my perspective is encouraged by John C. Maxwell's quote, "Change is inevitable. Growth is optional."

Throughout history, in and outside the church, tensions and concerns have catalyzed discernment, discovery, innovation, and growth. Still, "Growth is painful. Change is painful. But nothing is as painful as staying stuck somewhere you don't belong" (Mandy Hale). If we were transported back in time a year, two, or more, being stuck somewhere we do not belong could be one of the ways we could have described our lives at St. Clement. Nevertheless, growth is hard work, and it is not uncommon that we still yearn for what it once was.

We have labored hard to address the hopes and concerns of this parish that were expressed to me first in December 2023 at a Zoom Meeting with the Search Committee. And then again during a series of interviews and conversations when I came to the islands in January 2024. I am still learning about this faith community's history whenever I chat with any of you. During these conversations, I have learned some of the great legacy of this community of the People of God who worked hard to accomplish what God called them to do from the late 1890s to now. I am also learning more about the recent past, which left questions and confusion about how to move forward as a parish. Yet, from the moment I met you on Zoom, in person, at worship, and to this day, I have always told myself that I could love you. And I was right. I do love you, collectively and individually. And love the facilitator that will help us do what God calls us to do.

Since my arrival, we have been fixing and modernizing administrative problems, rebranding, updating the website (which should be live in two weeks), working more closely with the school, evangelizing, inviting, embracing more of the native culture of these islands, rebuilding ministries, reorganizing ministries, adding new worship services, rejuvenating relationships, HR issues, reviewing procedures and policies, and so much more. Whenever we get something working, we find a 'new opportunity' to work on something else. I have jested with staff when they express frustration with a newfound problem; I remind them with a smile that it is 'good job security.'

Additionally, we have worked on healing from past trauma and are addressing holier ways to deal with each other. We live into the Good News of Jesus by setting healthy boundaries, speaking truth in love, maintaining confidentiality, dealing with conflict and not avoiding it, having respectful conversations, and expressing concerns so that people can hear us. God calls us holy, so it is only right for his followers to be holy. The world would be a different place if Christians started acting like Jesus. And that can begin at St. Clement!

Consequently, we have seen new people come to church—others who have returned. People have asked me when we will start seeing more families with children. My reply is that I am thrilled with anyone and everyone who God sends us. With the changes in the world and the change in the demographics of Makiki, St. Clement will and should look different from what it has done in the past. We understand that stagnation occurs when we resist change. We move forward when we actively pursue growth in any aspect of our lives.

Admittedly, some discussions have been made that could be unsettling. I want to assure you that nothing has been done in haste. I am very grateful for my advisers, including but not limited to our Senior Warden, the Executive Committee, the Vestry, and our bishop. Some persons are rolling off the vestry. Please know my great appreciation for what you have done for this parish and myself. All of them have been helpful to me in addressing some of the distress our faith community has had over the years. As always, see me if you have a concern with something. Please, come and see me.

In the last few days, I have seen more hope in our world and church from a simple, honest, powerful, and heartfelt sermon. The Right Reverend Mariann Edgar Budde, the Episcopal Bishop of Washington (D.C.), gave a sermon in the National Cathedral (Episcopal) prayer service for the inauguration. She spoke fearlessly and truthfully in love about the power of the realities that all marginalized people face. No matter what your politics are or how you feel about what Bishop Budde said, Budde did not avoid conflict; she said nothing bad about anyone behind their back and spoke her truth of Jesus in love. Several non-Episcopalians called me and wrote to me on social media, and they said they now understand why I joined this church. Someone half-jokingly asked me, “Where do I sign up!”

Jesus came to us in the most meager circumstances. He ate with the people the religious people despised. He loved sinners. He gave hope and peace to people the leaders took advantage of and forgot. He loved the unlovable. Forgive the unforgivable. And said to you and I, come, follow me! The Episcopal Parish of St. Clement is not a country club. We are a faith community that welcomes everyone in so that we can heal ourselves with God’s help together. What the world thinks is less, we at St. Clement will find to be holy, starting with ourselves.

We have experienced every emotion humanly possible in the past few months together. And if you have not, I sure have. Love is hard work, and love is the work of our God. I hope we always live according to what the Reverend Doctor Martin Luther King, Jr. when he said, “I have decided to stick to love...Hate is too great a burden to bear.”



Mahalo nui loa, my 'Ohana in Christ. You bless me! We will continue to love, forgive, and have hope because we need it, and others need it, too! The world needs a St. Clement that follows Jesus!

I remain faithfully yours in Christ Jesus,

*Brian+*

THE REVEREND BRIAN G. RALLISON

*Priest-in-Charge*

### **Ministries in the discernment phase**

- 1) LGBTQ+ Ministries
- 2) Lay Weeders
- 3) Contemplative Prayer Group (Sometimes called Center Prayer)
- 4) Fellowship Group (Sometimes called Activities Committee)
- 5) More Hawaiian cultural-focused ministries

If you want to serve in any of these ministries, please talk to Father Brian or Martha Morgan.

### **Father Brian's Wish List for 2025**

- 1) Fans/AC in the church
- 2) Review and update Parish Bylaws and School 'Chapter.'
- 3) AC in Sexton's Closet for Food Pantry Storage.
- 4) Look into Solar Panels again (Rev. Jenn has done this for several churches on the island).
- 5) Organize, define, and tweak the Standing Committees of the Vestry.
- 6) Alarm and Security Systems reviewed.
- 7) Adopt Vestry Ministry Descriptions from the Vestry Resource Guide.
- 8) Update parish forms.

### **Ministries that need more ministers**

- 1) Altar Guild
- 2) Flower Guild
- 3) Office Helpers
- 4) Lectors and Intercessors
- 5) Farmers' Market Hosts
- 6) Members of the Standing Committees of the Vestry

# Senior Warden's Report

It is likely cliché to say that we have had quite a year here at St. Clement. One year ago, as treasurer, I stood before you and stated that we had done very well financially by not having to pay for a priest. I remember feeling a sense of positive anticipation in the air as we were in the midst of interviewing candidates for the job. We were anxious for someone to come in to relieve our previous weary Senior Ward and provide us with caring, harmony, and inspiration. Now, here we are a year later, after hiring a priest and experiencing uncountable changes. I think we got what we needed in Brian Rallison.

St. Clement is alive again with returning parishioners and many new faces. We have a growing internet presence, with 33 people watching our service online last Sunday. Admittedly, getting here wasn't easy, and we needed to spend some money to make some of the changes possible. Significant improvements have been made to the campus, such as a complete overhaul of our internet system and video broadcasting, which now work beautifully. The security system has been enhanced, and so have our telephones.

Our worship is again joyful with a revitalized choir under our new music director and talented budding organist, adding youth and spiritedness to their roles. The congregation is singing loudly again in the service. We have updated alter dressings and supplies, and a team of Alter guild members is taking on that vital role. The flowers are vibrant, and the church feels sacred and loved again.

Most importantly, however, Brian has been emphasizing the way of Jesus, and what is required of us to follow him, that is, by acting in love towards ourselves and others. Quoting directly from Bishop Budde's Sermon in Washington on Tuesday, she said, "There isn't much to be gained by our prayers if we act in ways that further deepen the divisions among us." I've learned a lot in the past year about what creates community and what is destructive to it. Additionally, my eyes have been opened to a priest's tough job, constantly bombarded by judgment, suggestions, and shoulds. Not everyone can be pleased.

I am grateful that Brian decided to come to us. I know that he loves us and that he is the leader we need. He has jumped in with both feet to learn about our congregation, Hawaii, and its complex history and culture. He wants to understand, and that's not easy for a haole guy from Utah. Sometimes, he gets it wrong, but his caring and curiosity are undeniable, and he keeps at it.

I am also grateful for all of you, for all that you give of yourselves to enhance and keep this community together. We have an important role to play in the world as followers of Jesus, and we need each other's support in doing it. It is truly an honor to be your Senior Warden.

Aloha,

Martha

# **St. Clement Property Committee Annual Report for 2024**

1. Integrated Technology Solutions (ITS) Audio-Visual system installation completed. The committee would like to thank Carol Taylor Kim.
2. Hapa Landscaping repaired the irrigation system for \$14,210.47.
3. Hapa Landscaping completed the landscape for \$10,052.35.
4. We hired a new sexton, Rocky Fusco.

Submitted by Junior Warden Soane Lino 1/8/25.



## The Parish of St. Clement-2023-2024 Annual Report

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

2023 was another successful year for SCS. Enrollment remained strong with 120 students. Our campus is thriving with the hustle and bustle of the joyous laughter and enthusiastic conversations taking place.

As a unified group, we did all we could to continue to build strong partnerships with one another, our students and their families. Our common goal remains to provide structure, consistency and support to each student and involve families in activities whenever possible. Opening our campus to parents more than in the past few years due to the restrictions placed upon us due to the pandemic has been refreshing and rewarding for all. SCS continues to thrive by building community and trust between staff and the families we serve.

Our Financial Committee, comprised of Dayle Murakami, CPA, and Accountant to SCS, Martha Morgan together with myself and Elizabeth Sugahara, Assistant Head of School have worked to ensure that we are moving forward in the direction necessary to continue to provide a fully operational budget. Through the generous donations of our parent population, we held an our annual Imaginaiton auction and raised over \$200K to help towards providing enrichment classes weekly for our students. Classes include, Ohana Soccer, Clay class, Math Music Motion and Hawaiian Studies.. We are a blessed community!

Looking forward to the upcoming school year 2024-25, SCS has every expectation to be at full enrollment which is nothing short of a miracle during these times of great uncertainty and a severely impacted economy. Our applicant pool remained strong as we entered the process for Fall 2024. Our greatest challenge remains hiring qualified teaching staff in a time where many professions pay much more than early education..

SCS remains dedicated and honored to serve our community of families. Alongside our valued Vestry members, committed School Board and SCS Staff it remains an honor and privilege to carry out the mission of a deep rooted Episcopal belief along with the foundation for Early Education built by those who came before me.

In Gratitude,

Jodi Yoshioka, Head of School

# St. Clement's School

## Profit and Loss

July - December, 2024

	TOTAL	
	JUL - DEC, 2024	JUL - DEC, 2023 (PY)
<b>Income</b>		
4201 Tuition	861,370.00	850,877.62
4202 BSC/ASP	144,285.00	126,062.50
4203 Application Fees	6,577.80	9,360.00
4204 Enrollment Fees	52,800.00	47,200.00
4206 Summer Session	94,243.50	99,996.56
4207 Summer Session BSC/ASP	14,387.00	
4303 T-Shirts, Hats, Etc.	50.00	40.00
4304 External Contributions		10,000.00
4302 Na Ohana	41,000.00	130,000.00
4304 External Contributions - Other	25,494.00	
<b>Total 4304 External Contributions</b>	<b>66,494.00</b>	<b>140,000.00</b>
4307 Other Fees	240.00	140.00
4309 School Lunch	54,324.00	43,037.00
4401 Interest	22,936.02	12,160.07
<b>Total Income</b>	<b>\$1,317,707.32</b>	<b>\$1,328,873.75</b>
<b>GROSS PROFIT</b>	<b>\$1,317,707.32</b>	<b>\$1,328,873.75</b>
<b>Expenses</b>		
6000 Salaries		
6001 Gross Wages	537,984.97	510,307.11
<b>Total 6000 Salaries</b>	<b>537,984.97</b>	<b>510,307.11</b>
6100 Payroll Taxes		
6105 Social Security	33,355.09	31,639.11
6110 Medicare	7,800.80	7,399.49
6115 FUTA	409.73	1,003.22
6120 SUI	10,257.92	11,277.79
6125 Hawaii TDI	2,533.04	2,406.16
<b>Total 6100 Payroll Taxes</b>	<b>54,356.58</b>	<b>53,725.77</b>
6201 Health Care Insurance	69,401.46	72,074.58
6250 TSA	37,996.15	39,240.46
6507 POSC	152,221.50	161,221.50
6508 School Lunch Provider	52,403.00	47,772.00
6509 Repairs		89.17
6510 School Supplies	770.30	646.13
6511 Student Services	46,344.15	60,021.52
6512 Utilities	16,970.83	17,033.82
6513 Insurance	49,439.46	47,107.39
6514 Office Supplies	7,026.07	6,989.81
6515 Housekeeping Supplies	2,074.43	4,242.13
6516 Furniture and Equipment	1,898.42	1,733.68

# St. Clement's School

## Profit and Loss

July - December, 2024

	TOTAL	
	JUL - DEC, 2024	JUL - DEC, 2023 (PY)
6517 Dues and Subscriptions	6,051.82	1,799.48
6518 Advertising & Marketing	14,031.00	11,409.82
6519 Professional Development	875.00	284.81
6520 Miscellaneous	100.43	2,035.36
6521 Professional Services	25,626.83	11,312.30
6523 Na Ohana Events/Activities	16,278.04	9,130.84
6524 Na Ohana Imagination		1,600.00
6525 Facilities Maintenance	18,232.55	15,358.13
6526 Computer/Software Expenses	3,011.70	3,934.40
6527 Staff Meals	2,089.31	3,522.20
6566 Bank Fees	319.81	234.17
7009 Bank Service Charges	119.70	
7100 General Excise Tax		11,180.70
<b>Total Expenses</b>	<b>\$1,115,623.51</b>	<b>\$1,094,007.28</b>
NET OPERATING INCOME	<b>\$202,083.81</b>	<b>\$234,866.47</b>
Other Income		
4300 Other Income	190.00	381,424.04
<b>Total Other Income</b>	<b>\$190.00</b>	<b>\$381,424.04</b>
Other Expenses		
8012 Financial Aid Fund		6,950.00
<b>Total Other Expenses</b>	<b>\$0.00</b>	<b>\$6,950.00</b>
NET OTHER INCOME	<b>\$190.00</b>	<b>\$374,474.04</b>
<b>NET INCOME</b>	<b>\$202,273.81</b>	<b>\$609,340.51</b>

# St. Clement's School

## Balance Sheet

As of December 31, 2024

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1100 Checking	643,110.22
1120 Business PremierSweep Savings	1,241,736.77
1150 Morgan Stanley	
1152 Contingency Fund	255,126.75
1155 Endowment Fund	1,079,851.31
<b>Total 1150 Morgan Stanley</b>	<b>1,334,978.06</b>
<b>Total Bank Accounts</b>	<b>\$3,219,825.05</b>
Accounts Receivable	
1200 Accounts Receivable	425,756.46
<b>Total Accounts Receivable</b>	<b>\$425,756.46</b>
Other Current Assets	
1210 Other Receivables	100.00
1300 Prepaid Expenses	0.00
1499 Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$100.00</b>
<b>Total Current Assets</b>	<b>\$3,645,681.51</b>
<b>TOTAL ASSETS</b>	<b>\$3,645,681.51</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	10,076.03
<b>Total Accounts Payable</b>	<b>\$10,076.03</b>
Credit Cards	
2050 FHB Business Credit	0.00
2051 FHB Business Credit - Financial Manager	3,286.56
2052 FHB Business Credit - Others	1,348.56
<b>Total 2050 FHB Business Credit</b>	<b>4,635.12</b>
2060 Citi Cards	136.13

# St. Clement's School

## Balance Sheet

As of December 31, 2024

	TOTAL
<b>Total Credit Cards</b>	<b>\$4,771.25</b>
Other Current Liabilities	
2010 Accrued Liabilities	0.00
2100 Payroll Liabilities	44,913.80
2140 Medicare	0.00
2160 State Withholding	0.00
2170 PFLEX Withholding	0.00
2180 AFLAC Withholding	0.00
2190 TSA Withholding	3,910.69
<b>Total 2100 Payroll Liabilities</b>	<b>48,824.49</b>
2199 Payroll Clearing	0.00
2400 Deferred Tuition	860,370.00
2405 Deferred School Lunch	2,322.00
2410 Deferred Summer Tuition	0.00
2415 Deferred BSC/ASP	144,050.00
2420 Deferred Enrollment Fees	0.00
2599 Clearing	0.00
<b>Total Other Current Liabilities</b>	<b>\$1,055,566.49</b>
<b>Total Current Liabilities</b>	<b>\$1,070,413.77</b>
Long-Term Liabilities	
2500 SBA PPP Loan	0.00
<b>Total Long-Term Liabilities</b>	<b>\$0.00</b>
<b>Total Liabilities</b>	<b>\$1,070,413.77</b>
Equity	
3000 Opening Balance Equity	228,560.35
3900 Retained Earnings	2,144,433.58
Net Income	202,273.81
<b>Total Equity</b>	<b>\$2,575,267.74</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,645,681.51</b>



# The Parish of St. Clement Financial Statements

Treasurer's Report - Elizabeth Baldwin

# 2024 Treasurer's Report for 2025 Annual Meeting

Aloha all,

We have certainly had a whirlwind year after dealing with COVID and the shutdown and subsequent departure of Pastor Heather Hill in 2022. Our Vestry and the Search Committee worked diligently - twice! - to find a pool of applicants suitable to lead our journey toward bringing much-needed revitalization. I just wanted to take this time to applaud their efforts.

Because of their efforts, we have the Reverend Brian Rallison to do this tough job of refreshing our liturgy and leadership goals to attract new members and recall those who have stepped away from the church. He has even learned much about Hawaiian culture and its meaning to our worship community.

As always, bringing in someone new has brought extra expenses necessary to make the changes happen. I ask for your patience and understanding regarding our 2024 budget numbers. Our Vestry has had to make allowances to permit some overdue changes.

Our pledges had begun their decline during COVID, and we have not yet recovered. Our pledges are down \$9408.91 from 2023, but the plate offerings have increased. We have seen increased in-person and online attendance in the last few months and several returning parishioners. We hope for this to be a continuing trend going forward.

We did end 2024 with a surplus of \$7,739.17, which will be moved into our 2025 budget. To end up on the plus side, we did apply the surplus from 2023 and a distribution of \$38,000.00 from the Loo fund for the Vestry designation.

We will vote for incoming Vestry members at this meeting and hope to make future plans with the Reverend Brian Rallison to continue growing our community. To start it off, let us all sign up for Punahou Carnival parking, which is our fundraiser for the year!

Me kealoha pumehana.

Respectfully submitted,

Liz Baldwin

The Parish of Saint Clement  
**Statement of Financial Position**

As of: Dec 31st 2024

**Assets**

**CURRENT ASSETS**

**Checking**

100100 First Hawaiian Bank Checking 240,688.87

Total Checking 240,688.87

**Other Current Assets**

110200 Diocesan Portfolio 226,128.75

110340 Morgan Stanley-Loo Family acct 1,182,947.53

110345 Morgan Stanley-Loo Rectors Housing 336,586.84

110350 Morgan Stanley-General Fund 1,715.97

110360 Morgan Stanley-Capital Improvements 31,027.21

110380 Morgan Stanley-Ministry Support Fun 8,437.93

Total Other Current Assets 1,786,844.23

Total CURRENT ASSETS 2,027,533.10

**Total Assets**

**\$ 2,027,533.10**

**Liabilities & Net Assets**

**Liabilities**

**CURRENT LIABILITIES**

200000 Accounts Payable 133.02

**Other Current Liabilities**

220100 Rector's Sabbatical Reserve 12,374.57

220200 Deferred Revenue 200.00

220250 Prepaid Pledges 14,000.00

220700 Audit Reserve 13,836.15

220800 Key Deposits on hold 400.00

Total Other Current Liabilities 40,810.72

Total CURRENT LIABILITIES 40,943.74

Total Liabilities 40,943.74

**Net Assets**

Without Donor Restrictions 61,827.08

With Donor Restrictions 1,924,762.28

Total Net Assets 1,986,589.36

**Total Liabilities & Net Assets**

**\$ 2,027,533.10**

The Parish of Saint Clement  
**Statement of Activities**

Date Range: Dec 1st 2024 - Dec 31st 2024

Accounts	Actual		Actual		Actual		Actual		Annual Budget This Year	Annual Budget % Used This Year
	Dec 01, 2024 - Dec 31, 2024	This Year Year to Date	Dec 01, 2023 - Dec 31, 2023	This Year Year to Date	Dec 01, 2023 - Dec 31, 2023	This Year Year to Date	Dec 01, 2023 - Dec 31, 2023	This Year Year to Date		
<b>Revenues</b>										
<b>Pledges &amp; Offerings</b>										
400100 Pledge Payments - Current	10,335.67	177,193.02	33,343.91	255,000.00	186,601.93	69.49 %				
400110 Plate Offerings	974.00	7,488.00	611.00	7,000.00	7,097.00	106.97 %				
400120 Non-Pledge Offerings	3,795.00	26,347.30	4,731.89	30,000.00	31,313.70	87.82 %				
400130 Prior Year Pledge Payments	0.00	440.00	0.00	0.00	0.00	0.00 %				
<b>Total Pledges &amp; Offerings</b>	<b>15,104.67</b>	<b>211,468.32</b>	<b>38,686.80</b>	<b>292,000.00</b>	<b>225,012.63</b>	<b>72.42 %</b>				
<b>Other General Fund Income</b>										
420100 School Expense Share	23,870.25	286,443.00	23,870.25	286,443.00	282,271.50	100.00 %				
420110 Facilities Use Donations	2,170.00	15,162.50	2,095.00	20,000.00	17,572.50	75.81 %				
420115 Fundraisers	0.00	6,688.00	0.00	3,500.00	3,445.00	191.09 %				
420116 Farmers Market	840.00	13,745.00	1,195.00	15,000.00	14,205.00	91.63 %				
420800 Apartment rental income	2,250.00	29,000.00	3,000.00	18,000.00	36,000.00	161.11 %				
420990 Prior Year Surplus	0.00	151,644.10	0.00	0.00	0.00	0.00 %				
420999 Misc Receipts	121.00	121.00	0.00	25.00	16.20	484.00 %				
<b>Total Other General Fund Income</b>	<b>29,251.25</b>	<b>502,803.60</b>	<b>30,160.25</b>	<b>342,968.00</b>	<b>353,510.20</b>	<b>146.60 %</b>				
<b>Draws from Church Funds</b>										
480520 Draw for Release of Funds	89.82	3,158.93	9,192.96	0.00	9,192.96	0.00 %				
480600 Draw for Ministry Support-Genl Fund	0.00	40,000.00	0.00	40,000.00	0.00	100.00 %				
480700 Draw for Ministry Support-Loo Fam	0.00	0.00	0.00	9,500.00	0.00	0.00 %				
480800 Draw for Altar Flowers-Flower Acct	900.00	2,328.14	1,310.90	1,000.00	1,310.90	232.81 %				
<b>Total Draws from Church Funds</b>	<b>989.82</b>	<b>45,487.07</b>	<b>10,503.86</b>	<b>50,500.00</b>	<b>10,503.86</b>	<b>90.07 %</b>				
<b>Total Revenues</b>	<b>\$ 45,345.74</b>	<b>\$ 759,758.99</b>	<b>\$ 79,350.91</b>	<b>\$ 685,468.00</b>	<b>\$ 589,026.69</b>	<b>110.84 %</b>				
<b>Expenses</b>										
<b>Personnel Expenses</b>										
500100 Rector - Salary & Housing	9,250.00	92,500.00	0.00	92,500.00	0.00	100.00 %				
500102 Rector - Church Pension Fund	2,340.00	23,407.75	1,781.46	16,650.00	0.00	140.59 %				
500103 Rector - Health Insurance	1,108.00	11,678.00	0.00	12,684.00	0.00	92.07 %				
500105 Rector - Auto/Professional Exp	181.20	8,990.08	0.00	9,000.00	0.00	99.89 %				
500106 Rector - Continuing Education	0.00	750.00	0.00	1,500.00	0.00	50.00 %				

Accounts	Actual		Actual		Annual		Annual		Annual Budget % Used This Year
	Dec 01, 2024 -		This Year		Budget		Actual		
	Dec 31, 2024	Year to Date	Year	Year to Date	This Year	Year	Dec 01, 2023 -	Last Year	
500108 Rector-Self-Empl Tax	703.16	7,031.60	7,076.00	0.00	0.00	0.00	0.00	0.00	99.37%
500109 Rector - Sabbatical Reserve	250.00	1,000.00	1,000.00	250.00	1,000.00	1,000.00	1,000.00	100.00%	100.00%
500115 Associates Prof Exp	0.00	0.00	500.00	0.00	0.00	0.00	0.00	0.00	0.00%
500405 Nursery Staff	0.00	0.00	2,000.00	0.00	0.00	0.00	1,859.64	0.00	0.00%
500420 Music Minister	1,150.00	3,950.00	9,000.00	0.00	0.00	0.00	0.00	0.00	43.89%
500430 Organist	2,750.00	17,928.30	19,691.00	1,640.88	19,690.56	1,640.88	19,690.56	91.05%	91.05%
500440 Family Ministry (Salaries)	1,480.16	24,978.13	26,643.00	2,220.24	20,352.16	2,220.24	20,352.16	93.75%	93.75%
500500 Parish Administrator	3,859.97	44,609.27	45,910.00	3,710.00	43,415.00	3,710.00	43,415.00	97.17%	97.17%
500530 Security Personnel	0.00	0.00	0.00	0.00	0.00	0.00	2,360.00	0.00	0.00%
500580 Property Mgr/Sexton Salary	3,455.00	43,619.77	42,000.00	5,660.00	55,462.14	5,660.00	55,462.14	103.86%	103.86%
500585 Assistant Sexton	997.50	16,597.50	28,500.00	0.00	0.00	0.00	0.00	58.24%	58.24%
500600 Staff Payroll Taxes	1,138.59	11,548.66	13,291.00	1,012.22	10,950.51	1,012.22	10,950.51	86.89%	86.89%
500610 Staff Health Insurance	1,057.00	16,768.00	24,936.00	6,678.48	12,340.38	6,678.48	12,340.38	67.24%	67.24%
500620 Staff TDI	0.00	1,137.53	1,200.00	0.00	1,031.65	0.00	1,031.65	94.79%	94.79%
500625 Workers Comp Insur	298.00	3,579.00	3,579.00	680.00	4,075.00	680.00	4,075.00	100.00%	100.00%
500640 Staff Pension	776.86	9,463.13	7,911.00	843.30	8,898.93	843.30	8,898.93	119.62%	119.62%
500650 Staff Mileage	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00%	0.00%
500655 Clergy Travel/Mileage	0.00	6.00	0.00	0.00	0.00	0.00	0.00	0.00%	0.00%
500660 Staff Education	0.00	0.00	400.00	0.00	9.95	0.00	9.95	0.00%	0.00%
500700 Supply Clergy	0.00	679.13	2,000.00	1,201.65	11,734.69	1,201.65	11,734.69	33.96%	33.96%
500800 Personnel Search	0.00	13,001.97	8,000.00	5,023.34	5,803.89	5,023.34	5,803.89	162.52%	162.52%
500810 New Employee Exp	0.00	41,750.80	40,000.00	190.00	190.00	190.00	190.00	104.38%	104.38%
<b>Total Personnel Expenses</b>	<b>30,795.44</b>	<b>394,974.62</b>	<b>416,071.00</b>	<b>30,891.57</b>	<b>199,174.50</b>	<b>30,891.57</b>	<b>199,174.50</b>	<b>94.93%</b>	<b>94.93%</b>
<b>Operating Expenses</b>									
<b>Outreach</b>									
550100 Outreach - Misc.	0.00	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00%	0.00%
550130 Food	89.82	807.58	9,000.00	212.84	5,585.85	212.84	5,585.85	8.97%	8.97%
550135 IHS - Institute for Human Svcs	0.00	0.00	4,000.00	0.00	4,000.00	0.00	4,000.00	0.00%	0.00%
550136 Family Promise	0.00	0.00	500.00	0.00	500.00	0.00	500.00	0.00%	0.00%
550147 YO! House	0.00	766.30	1,000.00	327.18	870.80	327.18	870.80	76.63%	76.63%
550156 Global Ministries	250.00	1,000.00	1,000.00	125.00	500.00	125.00	500.00	100.00%	100.00%
550158 Vestry Discretionary Fund	0.00	3,066.15	2,000.00	0.00	377.64	0.00	377.64	153.31%	153.31%
550161 School Support	0.00	843.42	3,500.00	0.00	3,500.00	0.00	3,500.00	24.10%	24.10%
<b>Total Outreach</b>	<b>339.82</b>	<b>6,483.45</b>	<b>23,000.00</b>	<b>665.02</b>	<b>15,334.29</b>	<b>665.02</b>	<b>15,334.29</b>	<b>28.19%</b>	<b>28.19%</b>
<b>Sunday Support</b>									
550200 Altar Supplies	1,050.71	4,646.62	500.00	0.00	573.45	0.00	573.45	929.32%	929.32%
550210 Music Supplies	27.86	3,699.41	1,000.00	0.00	796.33	0.00	796.33	369.94%	369.94%

Accounts	Actual		Actual		Annual		Annual	
	Dec 01, 2024 - Dec 31, 2024	This Year Year to Date	This Year Year to Date	This Year Year	Dec 01, 2023 - Dec 31, 2023	Actual Last Year Year to Date	Budget This Year	Budget % Used This Year
550211 Guest Musicians / Performers	300.00	950.00	950.00	500.00	0.00	0.00	0.00	190.00 %
550215 Altar Flowers	163.93	2,726.21	2,726.21	2,000.00	81.57	2,183.98	2,183.98	136.31 %
550299 Misc Worship Supplies	0.00	2,485.55	2,485.55	150.00	0.00	0.00	0.00	1,657.03 %
Total Sunday Support	1,542.50	14,507.79	14,507.79	4,150.00	81.57	3,553.76	3,553.76	349.59 %
<b>Conventions/Retreats</b>								
550300 Diocesan Convention	0.00	1,600.00	1,600.00	1,000.00	0.00	588.00	588.00	160.00 %
550310 Vestry Training/Education	0.00	174.31	174.31	350.00	0.00	0.00	0.00	49.80 %
550320 Parish Retreat	0.00	318.49	318.49	1,300.00	0.00	0.00	0.00	24.50 %
Total Conventions/Retreats	0.00	2,092.80	2,092.80	2,650.00	0.00	588.00	588.00	78.97 %
<b>Christian Education</b>								
550400 Sunday School	124.49	1,340.30	1,340.30	1,000.00	121.23	771.43	771.43	134.03 %
550420 Adult Formation	368.40	1,207.20	1,207.20	3,000.00	(10.00)	1,097.15	1,097.15	40.24 %
550430 Youth Formation	0.00	66.96	66.96	0.00	0.00	0.00	0.00	0.00 %
Total Christian Education	492.89	2,614.46	2,614.46	4,000.00	111.23	1,868.58	1,868.58	65.36 %
<b>Other Programs</b>								
550500 Stewardship	0.00	0.00	0.00	250.00	0.00	176.75	176.75	0.00 %
550510 New Member Incorporation	0.00	0.00	0.00	200.00	0.00	0.00	0.00	0.00 %
550520 Fellowship/kitchen supp	93.06	1,007.86	1,007.86	5,000.00	0.00	3,213.67	3,213.67	20.16 %
550582 Planned Giving	0.00	0.00	0.00	200.00	0.00	0.00	0.00	0.00 %
550590 Parish Inreach	3.00	447.39	447.39	1,000.00	0.00	593.42	593.42	44.74 %
Total Other Programs	96.06	1,455.25	1,455.25	6,650.00	0.00	3,983.84	3,983.84	21.88 %
<b>Parish Operations</b>								
550600 Administrative Supplies	1,339.22	20,032.43	20,032.43	7,500.00	752.71	7,351.68	7,351.68	267.10 %
550601 Postage	100.00	1,005.08	1,005.08	1,200.00	100.00	1,100.00	1,100.00	83.76 %
550602 Equipment Rental/Maintenance	1,470.67	15,390.92	15,390.92	8,500.00	572.84	8,428.04	8,428.04	181.07 %
550605 Advertising	129.95	5,592.55	5,592.55	1,000.00	0.00	470.00	470.00	559.26 %
550610 Repairs & Maintenance	73.25	92,003.40	92,003.40	20,500.00	1,439.25	22,379.40	22,379.40	448.80 %
550614 Contract Maintenance	106.80	7,376.38	7,376.38	7,200.00	176.34	7,150.63	7,150.63	102.45 %
550615 Landscape Maintenance	600.00	8,852.50	8,852.50	7,500.00	600.00	13,311.52	13,311.52	118.03 %
550616 Organ Maintenance reserve	375.00	1,500.00	1,500.00	1,500.00	375.00	1,500.00	1,500.00	100.00 %
550630 Electricity	1,560.02	23,532.20	23,532.20	19,200.00	2,671.25	14,001.85	14,001.85	122.56 %
550631 Water/Sewer	1,335.07	15,672.62	15,672.62	14,000.00	1,064.42	13,954.19	13,954.19	111.95 %
550632 Telephone	200.48	4,914.45	4,914.45	4,000.00	323.14	3,892.70	3,892.70	122.86 %
550633 Refuse Disposal	851.10	9,652.97	9,652.97	9,000.00	788.27	8,794.29	8,794.29	107.26 %
550634 Gas Company	16.82	197.57	197.57	200.00	0.00	164.79	164.79	98.78 %
550640 Domain Name/Email (was Web Page)	0.00	2,576.49	2,576.49	200.00	0.00	182.10	182.10	1,288.24 %
550650 Insurances	4,145.03	47,163.67	47,163.67	49,328.00	7,134.00	42,796.00	42,796.00	95.61 %

Accounts	Actual		Actual		Actual		Actual		Annual Budget	
	Dec 31, 2024 - Dec 31, 2024	This Year Year to Date	This Year Year	Dec 01, 2023 - Dec 31, 2023	Last Year Year to Date	This Year Year	% Used This Year	This Year Year	% Used This Year	
550670 Taxes - State General Excise	150.75	3,017.31	4,000.00	404.44	3,464.26	75.43 %				
550671 Taxes - Real Property	0.00	736.75	740.00	0.00	732.38	99.56 %				
550680 Service Charges	724.52	3,352.14	2,500.00	194.37	2,213.03	134.09 %				
550690 Audit Review	500.00	2,000.00	2,000.00	500.00	2,000.00	100.00 %				
550691 Accounting Services	1,581.15	18,534.02	18,000.00	1,424.08	16,994.76	102.97 %				
Total Parish Operations	15,259.83	283,103.45	178,068.00	18,520.11	170,881.62	158.99 %				
<b>Diocesan Assessment</b>										
550900 Diocesan Assessment	3,899.00	46,788.00	46,788.00	7,000.00	41,998.00	100.00 %				
Total Diocesan Assessment	3,899.00	46,788.00	46,788.00	7,000.00	41,998.00	100.00 %				
Total Operating Expenses	21,630.10	357,045.20	265,306.00	26,377.93	238,208.09	134.58 %				
<b>Total Expenses</b>	<b>\$ 52,425.54</b>	<b>\$ 752,019.82</b>	<b>\$ 681,377.00</b>	<b>\$ 57,269.50</b>	<b>\$ 437,382.59</b>	<b>110.37 %</b>				
<b>Net Total</b>	<b>( \$ 7,079.80 )</b>	<b>\$ 7,739.17</b>	<b>\$ 4,091.00</b>	<b>\$ 22,081.41</b>	<b>\$ 151,644.10</b>	<b>189.18 %</b>				

The Parish of Saint Clement  
**Summary of Restricted Net Assets**

Date Range: Jan 1st 2024 - Dec 31st 2024

Accounts	Beginning Balance	Income	Expense	Ending Balance
<b>Restricted Net Assets</b>				
<b>DIOCESAN ACCOUNTS - ACTIVITY</b>				
800010 Chapel of Peace	551.01	1,000.00	1,869.32	(318.31)
800020 Parish Memorials	6,245.98	6,228.14	0.00	12,474.12
800055 Cooke Organ Fund	4,993.85	1,500.00	2,800.00	3,693.85
<b>Total DIOCESAN ACCOUNTS - ACTIVITY</b>	<b>11,790.84</b>	<b>8,728.14</b>	<b>4,669.32</b>	<b>15,849.66</b>
<b>DIOCESAN PORTFOLIO</b>				
800100 Parish Memorials	18,020.61	4,279.88	0.00	22,300.49
800200 Martin (Rector's) Earnings	2,021.15	1,667.52	0.00	3,688.67
802200 Brodhead-Social, Adult Ed.	52,268.46	12,413.72	0.00	64,682.18
802300 Brodhead-Prayer Books & Hymnals	2,556.90	607.28	0.00	3,164.18
802500 Chapel of Peace Maintenance	100,322.95	23,826.63	0.00	124,149.58
802600 Cooke Organ	2,540.31	603.34	0.00	3,143.65
802700 Martin (Rector's) Corpus	5,000.00	0.00	0.00	5,000.00
<b>Total DIOCESAN PORTFOLIO</b>	<b>182,730.38</b>	<b>43,398.37</b>	<b>0.00</b>	<b>226,128.75</b>
<b>INVESTMENT ACCOUNTS</b>				
815001 Mgn Stanley - Cap Improvements	31,023.83	3.38	0.00	31,027.21
815002 Mgn Stanley - General Fund	1,890.79	0.12	174.94	1,715.97
815003 Mgn Stanley - Loo Family	1,003,890.15	176,524.02	59,033.81	1,121,380.36
815005 Mgn Stanley - Loo Rector's Hsg Fund	336,725.32	33.76	172.24	336,586.84
815006 Mgn Stanley-Ministry Support Fund	48,583.05	4.53	40,149.65	8,437.93
815007 Mgn Stanley - Loo Family (Designated)	61,567.17	0.00	0.00	61,567.17
<b>Total INVESTMENT ACCOUNTS</b>	<b>1,483,680.31</b>	<b>176,565.81</b>	<b>99,530.64</b>	<b>1,560,715.48</b>
<b>DESIGNATED FUNDS</b>				
820100 Rector's Alms Fund	9,516.96	2,301.00	2,000.00	9,817.96
820200 Flowers	0.00	2,328.14	2,328.14	0.00
820231 Amy Healey Music/Arts Scholarship	100.00	0.00	0.00	100.00
820232 Music Ministry	4,883.03	0.00	1,585.05	3,297.98
820242 Family Ministries Reserve Fund	4,242.48	57.53	904.85	3,395.16
820290 Global Ministries	6,650.29	1,000.00	0.00	7,650.29
820300 Alice Rogers Spiritual Formation Fd	824.95	0.00	0.00	824.95
820520 Capital Improvements	437.39	2,750.00	0.00	3,187.39
820530 Repair and Maintenance Projects	62,017.47	0.00	0.00	62,017.47
820600 Emergencies/Opportunities	1,485.58	0.00	0.00	1,485.58
820610 Food Donations	0.00	8,050.00	1,573.88	6,476.12



Accounts	Beginning Balance	Income	Expense	Ending Balance
822116 General Fund	6,136.81	0.00	0.00	6,136.81
822120 Other Designated Funds	5,856.23	12,533.45	711.00	17,678.68
Total DESIGNATED FUNDS	102,151.19	29,020.12	9,102.92	122,068.39
<b>Total Restricted Net Assets</b>	<b>\$ 1,780,352.72</b>	<b>\$ 257,712.44</b>	<b>\$ 113,302.88</b>	<b>\$ 1,924,762.28</b>

## Funds of St. Clement's – Comparison

Title of Fund	Location	2021	2022	2023	2024
Parish Memorial Fund**	DP	\$20,348.70	\$18,020.61	\$18,020.61	\$22,300.49
	FHB	\$2,254.30	\$4,107.84	\$6,245.98	\$12,474.12
Brodhead Social and Adult	DP	\$59,021.07	\$52,268.46	\$52,268.46	\$64,682.18
	FHB	\$0.00	\$0.00	\$0.00	\$0.00
Martin (Rectors) Corpus*	DP	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00
Martin (Rectors)	DP	\$2,928.22	\$2,021.15	\$2,021.15	\$3,688.67
General Fund	MS	\$1,890.41	\$1,890.60	\$1,890.60	\$1,715.97
	FHB	\$6,136.81	\$6,136.81	\$6,136.81	\$6,136.81
Brodhead Prayer Book & Hymnal*	DP	\$2,887.21	\$2,556.90	\$2,556.90	\$3,164.18
	FHB	\$0.00	\$0.00	\$0.00	\$0.00
Chapel of Peace*	DP	\$113,283.78	\$100,322.95	\$100,322.95	\$124,149.58
	FHB	\$1,812.12	\$1,393.08	\$551.01	-\$318.31
Cooke Organ*	DP	\$2,868.49	\$2,540.31	\$2,540.31	\$3,143.65
	FHB	\$16,616.00	\$5,943.85	\$4,993.85	\$3,693.85
Ministry Support Fund**	MS	\$48,573.33	\$48,578.52	\$48,583.05	\$8,437.93
Capital Improvements**	MS	\$65,867.00	\$38,020.89	\$31,023.83	\$31,027.21
	FHB	\$4,450.00	-\$4,887.43	\$437.39	\$3,187.39
Loo Family Gift	MS	\$1,023,455.41	\$884,323.10	\$1,003,890.15	\$1,121,380.36
Loo Family Gift - designated for PH maintenance and upkeep	MS	\$62,719.00	\$61,567.17	\$61,567.17	\$61,567.17
Loo Rector's Housing Fund	MS	\$334,266.77	\$334,302.47	\$336,725.32	\$336,586.84
Alice Rogers Spiritual	FHB	\$824.95	\$824.95	\$824.95	\$824.95
R&M Proj. Fund*	FHB	\$0.00	\$0.00	\$62,017.47	\$62,017.47
Other Funds***	FHB	\$33,300.73	\$31,814.73	\$33,559.52	\$49,901.77

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

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

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

Location of Funds:

DP = Diocesan Portfolio                      MS = Morgan Stanley account

FHB = Parish checking account at First Hawaiian Bank

The Morgan Stanley and FHB accounts, are as of December 31, 2024. The Diocesan Portfolio values were as close as possible to December 31 based on the information available at the time.

A/C#		FSOM 2022	Actual 2022	FSOM 2023	Actual 2023	Proposed 2024	Actual 2024	Approved 2025
	<b>REVENUES</b>							
	<b>Pledges/Donations</b>							
400100	Pledges	\$200,000	\$169,870	\$138,000	\$202,496	\$255,000	177,193.02	200,000.00
400110	Plate Offerings	\$2,000	\$2,266	\$2,000	\$7,097	\$7,000	7,488.00	7,000.00
400120	Non-pledge	\$35,000	\$63,963	\$35,000	\$31,314	\$30,000	26,347.30	20,000.00
400130	Prior Yr. Pledge Payments		\$610				440.00	
	<b>Pledges/Donations Subtotal</b>	<b>\$237,000</b>	<b>\$236,709</b>	<b>\$175,000</b>	<b>\$240,907</b>	<b>\$292,000</b>	<b>211,468.32</b>	<b>227,000.00</b>
	<b>Other Income</b>							
420100	School Expense Share	\$282,246	\$278,100	\$282,272	\$282,272	\$286,443	286,443.00	295,036.32
420110	Facilities Use Donations	\$12,000	\$15,195	\$12,000	\$17,573	\$20,000	15,162.50	10,000.00
420115	Fundraisers	\$0	\$2,150	\$2,500	\$3,445	\$3,500	6,688.00	3,500.00
420116	Farmers Market	\$7,500	\$0	\$9,000	\$14,205	\$15,000	13,745.00	14,000.00
420117	Grant Brodhead Fndtn.	\$8,000	\$8,000	\$9,000	\$0	\$0	-	-
420120	Bank Interest	\$0	\$0	\$0	\$0	\$0	-	-
420800	Apartment Rent	\$36,000	\$36,000	\$36,000	\$36,000	\$18,000	29,000.00	27,000.00
420990	Prior Year Surplus						151,644.10	7,000.00
420999	Misc Receipts	\$2,000	\$149	\$2,000	\$16	\$25	121.00	
	<b>Other Income Subtotal</b>	<b>\$347,746</b>	<b>\$339,594</b>	<b>\$352,772</b>	<b>\$353,510</b>	<b>\$342,968</b>	<b>502,803.60</b>	<b>356,536.32</b>
	<b>Revenue Subtotal</b>	<b>\$584,746</b>	<b>\$576,303</b>	<b>\$527,772</b>	<b>\$594,417</b>	<b>\$634,968</b>	<b>714,271.92</b>	<b>583,536.32</b>
	<b>Draws From Church Funds</b>							
	<b>Brodhead Fund (Donor Designated Fund)</b>							
480100	Mission Draw	\$0	\$0	\$0	\$0	\$0	3,158.93	
480101	Draw for Fellowship Exp	\$0	\$0	\$0	\$0	\$0	-	
480103	Draw for Adult Formation	\$0	\$0	\$0	\$0	\$0	-	
	<b>Parish Memorials (Vestry Designated)</b>							
480200	Draw for Worship Supplies	\$2,000	\$633	\$2,000	\$0	\$0	-	
480400	Draw for Advertising	\$1,000	\$0	\$1,000	\$0	\$0	-	\$5,000
	<b>General Fund (Non-restricted Fund)</b>							
480600	Draw for additional ministry support	\$0	\$50	\$0	\$0	\$40,000	40,000.00	

A/C#		FSOM 2022	Actual 2022	FSOM 2023	Actual 2023	Proposed 2024	Actual 2024	Approved 2025
	<b>Loo Family Fund (Vestry Designated Fund)</b>							
480700	Draw for additional ministry support	\$3,500	\$0	\$3,500	\$9,193	\$9,500	-	\$38,000
	<b>Estate Funds</b>							
	<b>Flower Fund (Donor Designated Fund)</b>							
480800	Draw for Altar Flowers	\$1,000	\$1,955	\$1,000	\$1,311	\$1,000	2,328.14	\$3,000
	<b>Draw/Church Funds Subtotal</b>	<b>\$7,500</b>	<b>\$2,638</b>	<b>\$7,500</b>	<b>\$10,504</b>	<b>\$50,500</b>	<b>45,487.07</b>	<b>\$46,000</b>
	<b>TOTAL RECEIPTS</b>	<b>\$592,246</b>	<b>\$578,941</b>	<b>\$535,272</b>	<b>\$604,921</b>	<b>\$685,468</b>	<b>759,758.99</b>	<b>\$629,536</b>
	<b>EXPENSES</b>							
	<b>Personnel Expenses</b>							
	<b>Rector</b>							
500100	Salary & Housing	\$110,325	\$64,356	\$56,706	\$0	\$92,500	92,500.00	115,440.00
	<b>Rector Compensation</b>	<b>\$110,325</b>	<b>\$64,356</b>	<b>\$56,706</b>	<b>\$0</b>	<b>\$92,500</b>	<b>92,500.00</b>	<b>115,440.00</b>
500102	Pension	\$21,377	\$12,471	\$10,207	\$0	\$16,650	23,407.75	14,020.20
500103	Health Insurance	\$31,260	\$18,204	\$17,682	\$0	\$12,684	11,678.00	13,296.00
500105	Auto/Professional Expenses	\$8,826	\$3,802	\$4,536	\$0	\$9,000	8,996.08	7,000.00
500106	Continuing Education	\$1,020	\$0	\$1,020	\$0	\$1,500	750.00	1,500.00
500108	Self-Employment Tax	\$8,440	\$4,923	\$0	\$0	\$7,076	7,031.60	8,831.16
	<b>Rector Benefits</b>	<b>\$70,923</b>	<b>\$39,400</b>	<b>\$33,446</b>	<b>\$0</b>	<b>\$46,910</b>	<b>51,863.43</b>	<b>44,647.36</b>
	<b>Rector Subtotal</b>	<b>\$181,248</b>	<b>\$103,756</b>	<b>\$90,152</b>	<b>\$0</b>	<b>\$139,410</b>	<b>144,363.43</b>	<b>160,087.36</b>
	<b>Other Clergy Expenses</b>							
500700	Supply Clergy	\$500	\$7,474	\$7,500	\$11,735	\$2,000	679.13	750.00
500109	Sabbatical Reserve	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	1,000.00	1,000.00
500115	Associate clergy professional expenses	\$500	\$0	\$500		\$500	-	-
	<b>Other Clergy Subtotal</b>	<b>\$2,000</b>	<b>\$8,474</b>	<b>\$9,000</b>	<b>\$12,735</b>	<b>\$3,500</b>	<b>1,679.13</b>	<b>1,750.00</b>

A/C#		FSOM 2022	Actual 2022	FSOM 2023	Actual 2023	Proposed 2024	Actual 2024	Approved 2025
	<b>Music Staff Salaries</b>							
500420	Music Minister	\$9,000	\$638	\$9,000	\$0	\$9,000	3,950.00	7,700.00
500430	Organist	\$18,576	\$18,576	\$19,691	\$19,691	\$19,691	17,928.30	15,837.69
	<b>Music Staff Subtotal</b>	<b>\$27,576</b>	<b>\$19,214</b>	<b>\$28,691</b>	<b>\$19,691</b>	<b>\$28,691</b>	<b>21,878.30</b>	<b>23,537.69</b>
	<b>Family Ministry Salaries</b>							
500405	Nursery Staff	\$2,476	\$2,477	\$2,625	\$1,860	\$2,000	-	-
500440	Family Ministry	\$16,756	\$16,946	\$17,762	\$20,352	\$26,643	24,978.13	8,137.00
	<b>Family Ministry Subtotal</b>	<b>\$19,232</b>	<b>\$19,423</b>	<b>\$20,387</b>	<b>\$22,212</b>	<b>\$28,643</b>	<b>24,978.13</b>	<b>8,137.00</b>
	<b>Office &amp; Other Staff Salaries</b>							
500500	Parish Admin/Office Manager	\$30,000	\$22,750	\$46,865	\$43,415	\$45,910	44,609.27	50,380.93
500510	Secretary	\$18,200	\$17,070	\$0	\$0	\$0	-	-
500530	Security Personnel	\$0	\$0	\$0	\$2,360	\$0	-	-
500580	Property Manager/Sexton	\$49,208	\$51,208	\$19,387	\$55,462	\$42,000	43,619.77	43,264.00
500585	Assistant Sexton	\$0	\$0	\$31,000	\$0	\$28,500	16,597.50	-
500590	Groundskeeper	\$0	\$0	\$0	\$0	\$0	-	-
	<b>Office &amp; Other Staff Subtotal</b>	<b>\$97,408</b>	<b>\$91,028</b>	<b>\$97,252</b>	<b>\$101,237</b>	<b>\$116,410</b>	<b>104,826.54</b>	<b>93,644.93</b>
	<b>Staff Benefits</b>							
500600	Payroll Tax	\$11,033	\$9,905	\$11,194	\$10,951	\$13,291	11,548.66	8,998.59
500610	Health Insurance	\$4,500	\$4,700	\$10,800	\$12,340	\$24,936	16,768.00	26,592.00
500640	Pension	\$8,000	\$11,217	\$8,753	\$8,899	\$7,911	9,463.13	10,586.58
500620	TDI	\$1,000	\$919	\$1,000	\$1,032	\$1,200	1,137.53	1,200.00
500625	Workers Comp Ins	\$4,873	\$4,526	\$4,020	\$4,075	\$3,579	3,579.00	3,052.00
500650	Staff Mileage	\$100	\$0	\$100	\$0	\$100	-	100.00
500710	Unemployment Benefits	\$0	\$2,195	\$0	\$0	\$0	-	-
500660	Continuing Education	\$400	\$0	\$400	\$10	\$400	-	400.00
500800	Personnel Search	\$200	\$0	\$500	\$5,804	\$8,000	13,001.97	100.00
500810	New Employee Exp	\$200	\$0	\$3,500	\$190	\$40,000	41,750.80	200.00
	<b>Staff Benefits Subtotal</b>	<b>\$30,306</b>	<b>\$33,462</b>	<b>\$40,267</b>	<b>\$43,300</b>	<b>\$99,417</b>	<b>97,249.09</b>	<b>51,229.17</b>
	<b>Total Personnel Expenses</b>	<b>\$357,770</b>	<b>\$275,357</b>	<b>\$285,748</b>	<b>\$199,175</b>	<b>\$416,071</b>	<b>394,974.62</b>	<b>338,386.15</b>
	<b>Direct Ministry Expenses (Outreach)</b>							

A/C#		FSOM 2022	Actual 2022	FSOM 2023	Actual 2023	Proposed 2024	Actual 2024	Approved 2025
550100	Outreach - Misc.	\$2,000	\$2,000	\$2,000	\$0	\$2,000	-	2,000.00
550130	Food Distribution	\$9,000	\$11,775	\$9,000	\$5,586	\$9,000	807.58	1,000.00
550135	Institute for Human Svcs	\$4,000	\$2,400	\$4,000	\$4,000	\$4,000	-	
550136	Family Promise	\$500	\$0	\$500	\$500	\$500	-	
550147	YO! House	\$1,200	\$793	\$1,200	\$871	\$1,000	766.30	1,000.00
550150	Theological Ed. Support	\$0	\$0	\$0		\$0	-	-
550154	ECW (Epsc Church Women)	\$200	\$0	\$200		\$0	-	-
550156	Global Ministries	\$500	\$500	\$500	\$500	\$1,000	1,000.00	1,000.00
550158	Vestry Discretionary Fund	\$2,000	\$2,000	\$2,000	\$378	\$2,000	3,066.15	2,000.00
550161	School Support	\$3,500	\$0	\$3,500	\$3,500	\$3,500	843.42	3,500.00
	<b>Direct Outreach Subtotal</b>	<b>\$22,900</b>	<b>\$19,468</b>	<b>\$22,900</b>	<b>\$15,334</b>	<b>\$23,000</b>	<b>6,483.45</b>	<b>10,500.00</b>
	<b>Other Direct Ministry/Education Expenses</b>							
550320	Parish Retreat	\$1,300	\$1,200	\$1,300	\$0	\$1,300	318.49	1,300.00
550400	Sunday School	\$1,000	\$624	\$1,000	\$771	\$1,000	1,340.30	1,000.00
550420	Adult Formation	\$3,000	\$1,788	\$3,000	\$1,097	\$3,000	1,207.20	1,500.00
550430	Youth Formation						66.96	
550440	Young Adults							
550500	Stewardship	\$250	\$184	\$250	\$177	\$250	-	250.00
550510	New Member Incorporation	\$200	\$0	\$200	\$0	\$200	-	-
550520	Fellowship/Kitchen Supplies	\$2,000	\$48	\$2,000	\$3,214	\$5,000	1,007.86	5,000.00
550590	Parish Inreach	\$1,000	\$216	\$1,000	\$593	\$1,000	447.39	1,000.00
	<b>Other Direct Ministry/Ed. Subtotal</b>	<b>\$8,750</b>	<b>\$4,060</b>	<b>\$8,750</b>	<b>\$5,852</b>	<b>\$11,750</b>	<b>4,388.20</b>	<b>10,050.00</b>
	<b>Sunday Support</b>							
550200	Altar Guild supplies	\$500	\$633	\$500	\$573	\$500	4,646.62	1,500.00
550210	Music	\$1,000	\$804	\$1,000	\$796	\$1,000	3,699.41	3,500.00
550211	Substitute/guest musicians	\$500	\$50	\$500	\$500	\$500	950.00	1,000.00
550215	Flowers	\$1,500	\$1,955	\$1,500	\$2,184	\$2,000	2,726.21	3,000.00
550225	Worship Support						1,600.00	2,750.00

A/C#		FSOM 2022	Actual 2022	FSOM 2023	Actual 2023	Proposed 2024	Actual 2024	Approved 2025
550299	Misc. Worship expenses	\$150	\$0	\$150		\$150	2,485.55	1,500.00
	<b>Worship Expense Subtotal</b>	<b>\$3,650</b>	<b>\$3,442</b>	<b>\$3,650</b>	<b>\$3,554</b>	<b>\$4,150</b>	<b>16,107.79</b>	<b>13,250.00</b>
	<b>General Expenses</b>							
550300	Diocesan Convention	\$1,000	\$700	\$1,000	\$588	\$1,000	1,600.00	1,800.00
550310	Vestry Training/Education	\$350	\$471	\$350	\$0	\$350	174.31	350.00
550582	Planned Giving	\$200	\$0	\$200	\$0	\$200	-	-
550583	Discernment Support	\$0	\$0	\$0	\$0	\$0	-	-
	<b>General Expense Subtotal</b>	<b>\$1,550</b>	<b>\$1,171</b>	<b>\$1,550</b>	<b>\$588</b>	<b>\$1,550</b>	<b>1,774.31</b>	<b>2,150.00</b>
	<b>Operating Expenses</b>							
550600	Administrative Supplies	\$7,500	\$5,962	\$7,500	\$7,352	\$7,500	20,032.43	10,000.00
550601	Postage	\$1,000	\$1,200	\$1,200	\$1,100	\$1,200	1,005.08	1,200.00
550602	Equipment Rental/Maint.	\$8,500	\$7,399	\$8,500	\$8,428	\$8,500	13,790.92	15,000.00
550603	Outside Printing/Copying	\$0	\$0	\$0	\$0	\$0	-	-
550605	Advertising	\$1,000	\$0	\$1,000	\$470	\$1,000	5,592.55	5,000.00
550610	Repairs & Maintenance	\$15,000	\$11,637	\$20,500	\$22,379	\$20,500	92,003.40	20,000.00
550614	Contract Maintenance	\$5,000	\$6,508	\$6,500	\$7,151	\$7,200	7,376.38	8,000.00
550615	Landscape Maintenance	\$7,200	\$6,900	\$7,800	\$13,312	\$7,500	8,852.50	9,000.00
550616	Organ Maintenance reserve	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	1,500.00	1,500.00
550630	Electricity	\$16,500	\$17,824	\$19,200	\$14,002	\$19,200	23,532.20	21,600.60
550631	Water/Sewer	\$13,500	\$13,495	\$14,400	\$13,954	\$14,000	15,672.62	20,000.00
550632	Telephone/internet	\$2,100	\$3,248	\$3,600	\$3,893	\$4,000	4,914.45	5,500.00
550633	Refuse Collection	\$7,000	\$7,611	\$8,760	\$8,794	\$9,000	9,652.97	10,220.00
550634	Gas Company	\$250	\$217	\$250	\$165	\$200	197.57	200.00
550640	Web Page	\$150	\$86	\$150	\$182	\$200	2,576.49	2,000.00
550650	Insurances	\$35,954	\$35,584	\$43,000	\$42,796	\$49,328	47,163.67	47,951.00
550670	HI General Excise Tax	\$1,600	\$2,203	\$2,500	\$3,464	\$4,000	3,017.31	3,500.00
550671	Real Property Tax	\$725	\$711	\$725	\$732	\$740	736.75	750.00
550680	Service Charges	\$3,500	\$2,646	\$3,500	\$2,213	\$2,500	3,352.14	3,500.00
550690	Audit Review	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	2,000.00	2,000.00
550691	Accounting Services	\$17,000	\$15,314	\$18,000	\$16,995	\$18,000	18,534.02	20,000.00
	<b>Operating Exp Subtotal</b>	<b>\$146,979</b>	<b>\$142,044</b>	<b>\$170,585</b>	<b>\$170,882</b>	<b>\$178,068</b>	<b>281,503.45</b>	<b>206,921.60</b>

A/C#		FSOM 2022	Actual 2022	FSOM 2023	Actual 2023	Proposed 2024	Actual 2024	Approved 2025
550900	Diocesan Assessment	\$42,732	\$42,721	\$41,998	\$41,998	\$46,788	46,788.00	47,776.00
	<b>TOTAL EXPENSES</b>	<b>\$584,331</b>	<b>\$488,263</b>	<b>\$535,181</b>	<b>\$437,383</b>	<b>\$681,377</b>	<b>752,019.82</b>	<b>629,033.75</b>
	<b>TOTAL REVENUES</b>	<b>\$592,246</b>	<b>\$578,941</b>	<b>\$535,272</b>	<b>\$604,921</b>	<b>\$685,468</b>	<b>759,758.99</b>	<b>629,536.32</b>
	<b>TOTAL EXPENSES</b>	<b>\$584,331</b>	<b>\$488,263</b>	<b>\$535,181</b>	<b>\$437,383</b>	<b>\$681,377</b>	<b>752,019.82</b>	<b>629,033.75</b>
	<b>NET GAIN (LOSS)</b>	<b>\$7,915</b>	<b>\$90,677</b>	<b>\$91</b>	<b>\$167,539</b>	<b>\$4,091</b>	<b>7,739.17</b>	<b>502.57</b>



## Stewardship

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

	2025*	2024	2023	2022	2021	2020
Number of Pledges	38	30	43	55	63	70
<b>Total Pledged</b>	<b>\$102,230*</b>	<b>\$104,259.50</b>	<b>\$127,030.00</b>	<b>\$152,208.40</b>	<b>\$194,940.56</b>	<b>\$190,943.44</b>

\*The 2025 pledge drive is still in progress. (Update as of January 26, 2025) Last year at this time, we had \$87,459.50 in donations, so we have seen an increase.

Our Stewardship Campaign used new methods this year with the "Walk in Love" weekly and seasonal reflections on giving. We sent Stewardship letters from Father Brian, Senior Warden Martha Morgan, and Treasurer Elizabeth Baldwin along with pledge cards. We also added an online pledge card that can be filled out and submitted. Although hard-copy pledge cards are still the most popular option, online pledge card were received from a few.

We continue to offer our credit card pledging system online as well. Parishioners who would like to pledge using their credit cards are encouraged to create an account with the Episcopal Diocese's online donation system of choice: [tithe.ly](https://tithe.ly). Doing so allows parishioners to make changes and check their giving record at any time. The system for pledges given via automatic bank withdrawal remains unchanged, but [tithe.ly](https://tithe.ly) does offer a bank withdrawal option as well. Information on how to donate to the parish is available on our site at [StClem.org](https://StClem.org)

If you would like to complete a pledge card for the 2025 Calendar Year, please reach out to the church office, or you can fill out our online pledge card. We are still accepting new pledges.

# The Episcopal Parish of St. Clement

## Ministry Reports

## **Chapel of Peace**

Loved ones were able to visit their family member(s) interred in our Chapel of Peace during the year.

With the relaxation of COVID-19 restrictions in 2024, we no longer require contact tracing when anyone visited the Chapel of Peace. We require that visitors contact or come to the church office first so that we can let the School know of any visitors to the Chapel of Peace.

Two people were laid to rest in the Chapel of Peace in 2024. Several niches were purchased. Niche space is still available for purchase in the Chapel of Peace.

## Music Ministry

After taking a break during some of the summer months, the St. Clement Choir has been singing during church services since August. It has been a fantastic experience for me working with the St. Clement Choir in the role of Choir Director. I have had the privilege of joining the St. Clement Choir's very talented and experienced members this year. I have found it a joy to practice and improve my singing abilities alongside the experienced choir singers. I have found it a motivating experience to learn more about service music firsthand with the very skilled members of the St. Clement Choir. I have had the great opportunity to learn about service music theory and history in an academic light from the Reverend Brian G. Rallison. It is exciting to focus on different styles of service music for the various seasons and celebration days, especially all the Hawaiian Music we sing!

Mahalo nui loa, St. Clement!

*Taueva Lino, soprano*

*Phoebe Chen, soprano*

*Lisa Lyon, soprano*

*Soane Lino, tenor*

*Holoua Stender, tenor*

*Brian Crow, bass*

*Addison Omohundro, bass and choir director*

*Irwin Jiang, organist*

# Music Ministry

## Organist

The second half of 2024 has been an exciting time here at St. Clement for me. I learned how to play organ and am as happy about my progress as my organ teacher, Kathy Crosier. The music choices also included some very beautiful piano selections. It's nice to be able to move between the two instruments.

Speaking of having more variety, it's been fantastic to welcome several new additions to the choir. Addison, Holo, and our new choir member Lisa have all contributed their expertise, time, and attention to ensure the worship services are filled with music that moves. There is an excellent culture of self-motivation and sharing in the Ministry. Addison and Holoua have spontaneously started coordinating the music for the Feast of Queen Lili'uokalani, as I am typing this report before our choir rehearsal starts.

There was a spirit of overcoming through the fall of 2024 as I wrestled with an ankle injury that prevented me from learning organ properly. I am so happy that my ankle is healing well and no longer stopping me from practicing and improving at the wonderful instrument in this parish.

Fr. Brian spent time reviewing every single service with me for my first four months at the parish. My inexperience as a church organist shone here even more than when we hear those big beautiful wrong notes that happen when I lose track of where my feet have gone. Who was here for the service where I played a section of the sequence hymn after the gospel and the sermon? Or the one where the postlude happened after the blessing but before the dismissal? I am glad disruptions as jarring as those are mostly in the past. Father Brian is a firm foundation for our Music Ministry and so generous with his time.

I have been enjoying learning music very much every week. The hymns are beautiful, and I finally understand how several excellent classical musicians, such as Schubert and Mendelssohn, insisted on studying church music. I love that the congregation sings more, even when the hymns are unfamiliar!

The path forward is looking smooth and exciting. My organ technique has been improving vastly, and being able to play the hymns isn't taking as long as it used to. I am looking forward to transitioning practice time away from getting the hang of playing the organ and into analyzing the music.

## **Lectors**

Every Sunday we have three lectors at the 9:30 a.m. service, we have two lectors, a psalmist, and an intercessor, who reads the Prayers of the People. Our readers are scheduled on a quarterly basis, meaning that they agree to serve on a particular Sunday every month, for three months at a time.

Please contact the church office if you are interested in becoming a lector!

## **Ushers and Greeters Ministry Report**

Aloha, The Usher staffing is updated to full staff and, because we are at one Sunday service at this time, we can manage to what who we have on staff now. We could use a few more greeters, but the ushers have stepped up to help greet them as the congregation arrives for service.

The procedures are different now that we no longer have to go upstairs to turn on the sound system. The sound system is monitored by our tech help, who also provides the online attendance count to the ushers.

Respectfully submitted by Liz Baldwin.

## **Offering Counters Ministry Report**

Because of changes that need to comply with the diocese, we have some openings to fill for members who are available to count offerings, which must be done on Sunday after weekly service. The offering reports and deposit procedure are updated and easy to get used to. You would be assigned to a once-a-month schedule. We have only one person on standby. I will be most happy to train anyone wanting to join this ministry. We have openings on the Second and Fourth Sundays of each month.

Respectfully submitted by Liz Baldwin.

## Altar Guild

The Altar Guild prepares the elements for the Holy Eucharist service. We fill all the candles with liquid wax, prep the wine and wafers for communion, change the colors of the paraments according to the liturgical calendar, launder the communion linen, and set up the altar before the service. After the service, we clean up, putting everything away until the next service. Services include Sundays, Wednesday's Healing Service, Christmas, Easter, and all other services.

After many devoted years, we said Aloha and Mahalo to Beth Fincke, who retired as the head of the Altar Guild and the Flower Ministry, and to Cecilia Fordham, may she rest in peace.

We would love to have YOU be a part of this quiet and important ministry of the church. Come and talk to one of us...

*Phoebe Chen*

*Pam Fern*

*Susan Palmore*

*Sandy Souza*



# Family Ministry – 2024 Annual Report – January 2025

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

With the support of the Vestry and the Senior Warden, the Family Ministry Team is comprised of:

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

Over 2024, the Family Ministries Team has:

- Planned and implemented Sunday School classes;
- Recruited, organized, trained, and scheduled Acolytes to serve with the clergy in worship services. In addition to serving every Sunday of the year as well as our special Holy Days, our Acolytes are available for memorial and other special services in the life of the Parish;
- Recruiting staff and volunteers for the nursery and Sunday school, as well as volunteers for Family Ministries events who donate time, talent, and materials throughout the year;
- Provided administrative support for Family Ministries, including submission of agendas and planning meeting minutes, artwork, photographs, and articles for newsletters, service bulletins, advertising, and Sunday School forms, and coordinating with Parish Staff for the Parish calendar and campus needs;
- Collaborated with vestry on Parish events and activities of common interest to build awareness of the unity between the Church, Sunday School, and the Church School;
- Planned and implemented the following Sunday School and Parish family-oriented activities:

Monthly: Family Ministries taught Sunday School and planned in-class activities for families with children.

Monthly: Youth Acolytes and Readings on Family Sundays

Epiphany/Lent: Prepared Shrove (“Fat”) Sunday Pancake Breakfast, Maundy Thursday Agape Meal and served as Acolytes at service

Easter: Attended Camp Mokuleia with St. Christopher’s

Pentecost: Summer *Aloha and Mahalo* Recognition

Pentecost: Resumed Sunday School using the Storymakers NYC curricula supported by the Diocese

Advent:

Showed Christmas “*Elf*” Movie Night and served an Elvish Spaghetti Dinner with Popcorn & Hot Cocoa

We appreciate our volunteers and the donations from the congregation to the Nursery, Atriums I & II, and Middle and High School programs and look forward to having more family participation in the upcoming year.

Mahalo to all and take care,  
The Family Ministry Team!!!

# Prayer Group

The Prayer Group was started many years ago by Deacon Dorothy Nakatsuji, who died in 2017. We are a group of parishioners who pray for those on the public Sunday Bulletin List and those on our Confidential List. Anyone can ask for prayers for themselves and others.

To request prayers, please notify the office at [secretary@stclem.org](mailto:secretary@stclem.org) or 808-955-7745. You may also tell any individuals listed at this report's bottom. Names on our Confidential List and a Grief List for those mourning the death of loved ones receive prayers for 3 months. For those needing continuing prayer, the Prayer Group also maintains a long-term list.

When requesting a name to be added to the list, please specify if it is for the Public Sunday Bulletin List, Confidential List, or Grief List and give a brief reason for the request. Also, we always appreciate receiving updates on the people for whom we're praying. They may be provided to the office staff or Prayer Group members.

The group meets monthly online on a Sunday afternoon to pray, meditate together, and share updates for those listed. Currently, we are praying for nearly ninety people. Members include Jane Anderson, Karen Brousseau, Terry Ledford, Pam McCoy, and Kathleen Norris.

Respectfully submitted, Prayer Group Members

## Adult Discussion Group

We meet Sunday mornings at 8:30 a.m., by Zoom and in person at the Parish Hall. Our books can be controversial. For this reason, we have guidelines. We have one conversation with no side talk. Personal information and opinions stay in the room. We disagree respectfully, with kindness. We give everyone a chance to talk.

Books we read this year include:

*Life after Doom*, Brian McLaren

*Freeing Jesus*, Diana Butler Bass

*Patrix*, Nadia Bolz Weber

*An Altar in the World*, Barbara Brown Taylor

*God and the Pandemic*, N.T. Wright

*Thoughts in Solitude*, Thomas Merton

*The Dream of God*, Verna Dozier

*The Church Cracked Open*, Stephanie Spellers

We are a small group, and we welcome visitors and new members. We buy our own books; funds are available for anyone when requested. We do ask, that those visiting or new, refrain from speaking until those who have read the material go first.

Pam McCoy, Convener

January 2025

# The Flower Guild

The Flower Guild prepares the flowers at the altar for our worship services. It is a ministry that reminds us every week of the beauty of God's creation and of His love. The flowers may also reflect the liturgical season of the year.

We are grateful and would like to thank all who have contributed this past year to the Flower Fund in celebration of a special occasion or remembrance. The Flower Book is located at the rear of the church and is available for anyone to sign up to contribute for such an occasion or remembrance. The church office may also be contacted.

We welcome anyone who would like to join us in this joyful and special ministry and are happy to help or teach anyone who is interested or would like to learn.

Submitted by Adrienne Lau & Meleanna Meyer

## **Global Ministries - Sabeel**

Presently, the function of St. Clement's Global Ministry, a ministry focused on Palestine and Palestinians, is on hold. Whether or not it is to continue under new leadership & focus, is under review.

For almost 20 years, Global Ministry, was a vital part of St. Clement's outreach to our Palestinian sisters and brothers in the Palestinian occupied territories and Israel. We had generous support from the congregation, including an input of money of a yearly line item grant, approved by the vestry. With individual contributions from the congregations, totaling around \$90,000.00 over the 20 years, we raised money for Palestinian schools, including a roof for a girls high school, heating for isolated Episcopal schools & church building in the West Bank, support of other schools, and hospitals ministering to the poorest citizens of Jerusalem, the West Bank & Gaza. We have worked closely with JVP, (Jewish Voice for Peace) & UH Students & Faculty for a Free Palestine.

We brought Speakers from Palestine, Israel, & USA, to speak at St. Clements, the Cathedral, UH, other churches. We hosted a Palestinian priest, his wife and teenage children in one of our apartments, 10 years or so ago. SABEEL HI, hosted a national 2 day SABEEL conference on Cathedral grounds, with hundreds of attendees. We sponsored the founder of international SABEEL, The Rev. Naim Ateek, as a Canon of our diocese. Our Bishop, Rt. Rev. Fitzpatrick, consecrated him: Canon of The Episcopal Diocese of Hawaii, via Zoom, in 2021.

Before 2014, church of the Crossroads was the official sponsor of SABEEL HI; however their congregation was, by that time, only minimally supportive, due to aging congregation. When Church of the Crossroads hired a new pastor, who was unsupportive of SABEEL, St. Clements became the sponsoring church for SABEEL HI, along with the responsibility of handling the funds raised by contributions, channeled through their church office.

We presently hold and administer the funds for FOSNA HI, through our church office. Since the situation has changed, we are in consultation with SABEEL HI, The Rev. Christopher Golding, leading the monthly group meetings via ZOOM, FOSNA headquarters with consultation with FOSNA bookkeeper, Amy McLaughry, & I have met with our vestry and the Rev. Rollison, regarding this situation.

With all the changes in our church, I look forward to St. Clement's continuing love & support of our Palestinian sisters and brothers in Gaza, the West Bank and Israel,

## **Reading Between the Lines**

Reading Between the Lines (formerly known as the Bible Workbench) is a weekly conversation built around scripture and a collection of short texts (a few pages of reading for each meeting). RBTLs allows participants to engage with one of the lectionary readings of the week, presents a central theme of that reading, and connects the biblical text to other writings on that theme. Participants take turns introducing the material and inviting responses, such as how the theme relates to events in the world and in participants' own lives.

The focus is exploratory; we “make room” for asking questions and offering interpretations and observations. Each reading is put into the context of history or the larger Bible story it is part of, considered through a series of open-ended questions, and then put in conversation with (excerpts from) poems, essays, novels, and other creative works. It provides an opportunity for spiritual growth and fellowship through conversation and reflection.

In 2024 our RBTL group met in person in the parish house. Although we can accommodate Zoom attendees, no one has shown an inclination for that. We now have from 4 to 6 persons coming regularly, and new participants are always welcome.

Submitted by the RBTL Group

# Food Distribution Ministry 2024

The Food Distribution Ministry provided food to those in need almost every Wednesday during 2024. The demand for food increased from 2023 to 2024 and rose again 30% just in the first few weeks of January (!!).

St. Clement is a partner of the Hawai'i Food Bank agency. Volunteers acquire a variety of canned and packaged foods and provide them to ministry patrons weekly. Sunday volunteers fill individual paper bags with assorted canned and packaged foods to prepare the grocery bags. Other volunteers hand out the bags each Wednesday afternoon.

The Food Ministry relies on its dedicated volunteers. Please consider helping. Please email or telephone the office to learn more about how you can contribute your time and talents! Also, donations of canned goods such as rice, pork and beans, chili, Vienna sausages, soup, and Spam are always appreciated to supplement what we get from the Food Bank. We also welcome toiletry donations. Every little bit helps!

Mahalo nui loa to our Food Pantry volunteers:

Kahu Brian Rallison	Terry Ledford	Karen Brousseau
Maile Hatfield	Annette Kirkpatrick	Tau'eva Lino
Kathleen Norris	Isaac Rowe	Sandy Souza
Holoua Stender	Tahmi Brodhead	Ginger Howard
Ann Ogilvie	Chris HacsKaylo	Jodi Wong
Rocky Fusco	Stan Ornellas	Madeleine Buehler
Leesa Steadman	Glenn Moir	Beth Fincke

And a special thank you to St. Clement's School staff and students for their food donations. Mahalo, too, to all those who donate canned goods to the church and pack grocery bags on Sundays. We are all so grateful.



## Statistics for Assistance

In 2024, our weekday assistance took place on Wednesdays from 10:00 AM to 12:00 PM.

### Food Assistance

In 2024, 2,443 households received our bags of canned food and non-perishables. Who made up these 2,443 households? A total of 4,501 adults and 1,110 children. For reference, 1,800 households received our bags of canned food and non-perishables in 2023. A monthly breakdown of 2024 can be found below.

<b>Month</b>	<b># of Households Served</b>	<b># of Adults</b>	<b># of Children</b>	<b># Currently Employed</b>	<b># of Govt. Assistance Recipients</b>
<b>January</b>	196	373	106	12	45
<b>February</b>	271	505	133	26	42
<b>March</b>	259	474	116	32	51
<b>April</b>	252	466	96	27	55
<b>May</b>	313	565	181	24	52
<b>June</b>	134	241	57	16	29
<b>July</b>	226	438	97	13	35
<b>August</b>	145	269	55	10	34
<b>September</b>	182	333	85	16	40
<b>October</b>	177	315	64	15	40
<b>November</b>	158	279	64	18	37
<b>December</b>	131	243	56	19	30
<b>Total</b>	2,443				

## **Financial Assistance**

Anyone who lives in the church's zip code (96822) or lives in a Clean and Sober house is eligible to receive financial assistance from us. For an eligible individual, we will write one \$50 check made out to their landlord or to the Hawaiian Electric Company. Recipients can only get one check each year. This program is funded by the Rector's Discretionary Fund, which is partially funded by the donations received during Little Church Time.

In 2024, 33 individuals received financial assistance, which amounted to a total of \$1,650 given.

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

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

## **RYSE/YO! House**

St. Clement's Episcopal Parish has supported the YO (Youth Outreach) House for fifteen years, cooking a monthly meal. We also began supporting RYSE (Residential Youth Services and Empowerment) before it even opened by helping to raise funds for a shelter for street youth.

RYSE is a safe haven supporting youth 24 hours a day. RYSE offers not only a place to sleep safely, but food, education, medical and mental health services, employment assistance and other ways to learn to successfully live and work independently off the streets.

St. Clement helps by providing chili and mac salad once a month. It matters because many of these young people have not had a home cooked meal in years, if ever. We show that we care by preparing our food from scratch and decorating the mac salad like we would for a banquet. The residents notice and are appreciative.

What can you do to help? We cook on the last Wednesday of the month at either 9 a.m. or 6:30 at night. Our volunteer team is very small. We could use help. At Thanksgiving we need turkeys and pies. A gift of pizzas or other food items is always popular. Donations of young adult clothing, linens, toiletries and soaps are also appreciated. If you have questions, please contact us.

## **Makiki Farmer's Market**

The Market goes on ... contributing \$13,475 to the Parish's coffers in addition to providing a weekly respite from cooking for many loyal customers.

One of our oldest vendor's Olay's Thai Food returned to the Farmer's Market while Sweet Revenge has left the Farmers' Market

We gained new vendors, Aloha German Bakery, Hungry Man Jon's, and Kira Kira Pastry. We stopped setting up tables & chairs which, at one time, was unique to our market. However, this allows customers the ability to “park, shop & go” as parking has always been “street parking only” for customers. Given the size of the Market area, we will not be setting out tables and chairs..

We would like to encourage more of our parishioners to come & enjoy what the Market provides.

The Market vendors include: ; Khamphoun (Fresh produce); Mobile Gourmet Pasta & Stir fry); Gonzo's (Mexican); Sushi Man (Sushi & Bento); Goodneighbors Bento (Bento); Sweet Revenge (Pies & Desserts); King Thammavong (Fresh fruit & fresh fruit smoothies), Mickie's (Japanese & Korean flavors & favorites); and Aloha German Bakery (German breads, desserts & pastries.

Humbly submitted,

Pam Fern

Coordinator

Please mark your calendars for the following  
**The Episcopal Parish of St. Clement - Honolulu**  
worship and other events in 2025

Please visit our website and social media for more information and updates.

## February

**Saturday, February 15** – 6 pm Parish BBQ and potluck – 6 pm

**Monday, February 17** – Presidents' Day – Office Closed

## March

**Sunday, March 2** – Shrove Tuesday ~~Tuesday~~ Sunday – Pancake Breakfast coffee hour

**Wednesday, March 5** – Ash Wednesday Liturgies

9 am

10 am – Ashes to go

12 pm

6 pm with music

**Fridays, starting March 7 to April 11** – Stations of the Cross – 6 pm (Looking for worship leaders)

**Wednesday, starting March 12 to April 16** – Lent Through The Movies with light dinner – 6 pm

## April

**Wednesday, April 16** – Tenebrae – 6 pm (Looking for worship leaders)

**Thursday, April 17** – Maundy Thursday

5 pm – Agape Meal

6 pm – Maundy Thursday Liturgy with music

Starting at 8 pm until dawn – The Vigil at the Altar of Repose  
in the Chapel of Peace

**Friday, April 18** – Good Friday Liturgies

8 am

12 pm

6 pm with music

**Saturday, April 19** – The Great Vigil of Easter at the Cathedral - Confirmations, Receptions, and Reaffirmation – TBD

**Sunday, April 20** – Easter Sunday services

**Monday, April 21** – Easter Monday – Office Closed

## May

**Friday – Sunday, May 2-4, 2025** – Camp Mokule‘ia Episcopal ‘Ohna Stay-Cay

**Sunday, May 18** – St. Clement's School Teacher Appreciation Sunday

**Monday, May 26** – Memorial Day – Office Closed – Chapel of Peace will be open

## June

**Sunday, June 8** – The Day of Pentecost

**Wednesday, June 11** – King Kamehameha Day – Office Closed

**Thursday, June 19** – Juneteenth – Office Closed

**Sunday, June 15** – Trinity Sunday – Last Sunday for the choir and Family Ministries before summer break

## July

**Friday, July 4** – Independence Day – Office Closed

## August

**Friday, August 15** – Statehood Day – Office Closed

**Sunday, August 31** – The Choir and Family Ministries return from Summer break

## September

**Monday, September 1** – Labor Day – Office Closed

**Sunday, September 14** – Holy Cross Day and Aloha Mai Kākou Sunday (Welcome Back)

## October

**Throughout October** – Building the Ofrenda (Altar of the Departed Love Ones)

**Sunday, October 5** – Pentecost 17 and St. Francis Day (Transferred) with the Blessing of the Animals

## November

**Sunday, November 2** – All Saints' Day and All Soul's Day (Transferred)

**Sunday, November 23** – The Reign of Christ the King and the Feast of the Holy Sovereigns (transferred)

**Wednesday, November 26** – Interfaith Thanksgiving Service with pies to follow – 6 pm

**Thursday and Friday, November 27 and 28** – Thanksgiving Weekend – Office Closed

**Sunday, November 30** – The First Sunday of Advent

## December

**Friday, December 5** – The Feast of St. Clement of Alexandria – 6 pm

**Saturday, December 6** – Family Ministry Christmas Movie and Dinner – 6 pm

**Sunday, December 7** – The Feast of St. Nicholas of Myra (Transferred)

**Wednesday, December 24** – Christmas Eve – Office Closed Early

5 pm – Family Service

9 pm – Festival Eucharist

**Thursday, December 25** – Christmas Day – Office Closed

9:30 am – Holy Eucharist

**Wednesday, December 31** – New Year's Eve Day – Office Closed Early

IF YOU LIKED HOW BISHOP BUDEDE

# SPOKE HER

# TRUTH IN *love*

THEN YOU MIGHT  
LIKE WHAT WE ARE  
DOING AT...



The Episcopal  
PARISH OF ST. CLEMENT  
Honolulu E KOMO MAI

*Christians striving to love  
as Jesus loves*

**St.Clem.org**



***Mahalo to all contributors!***

Save the Date:  
Next Year's Annual Meeting  
January 25, 2026



The Episcopal  
**PARISH OF ST. CLEMENT**  
Honolulu

1515 Wilder Ave.  
Honolulu, HI 96822

(808)955-7745

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