

2002 Annual Report
The 48th Annual
Congregational Meeting
February 16th, 2003
10:45 a.m.

Calvary by the Sea Lutheran Church
5339 Kalaniana'ole Highway
Honolulu, Hawaii 96821

Pastor Russell Creydt, Interim Pastor

Council of Deacons

President: Tim Sprowls
Vice President: Lea delCastillo-Goodwin
Secretary: Sheila Sanders
Treasurer: Ruth Marie Quirk
Deacons: Ron Bradbury
Christiane Bintliff-Click
Simone Feldman
Susie Hall
Betty Hardaway
Michael
Blake Miller
Dale Noble

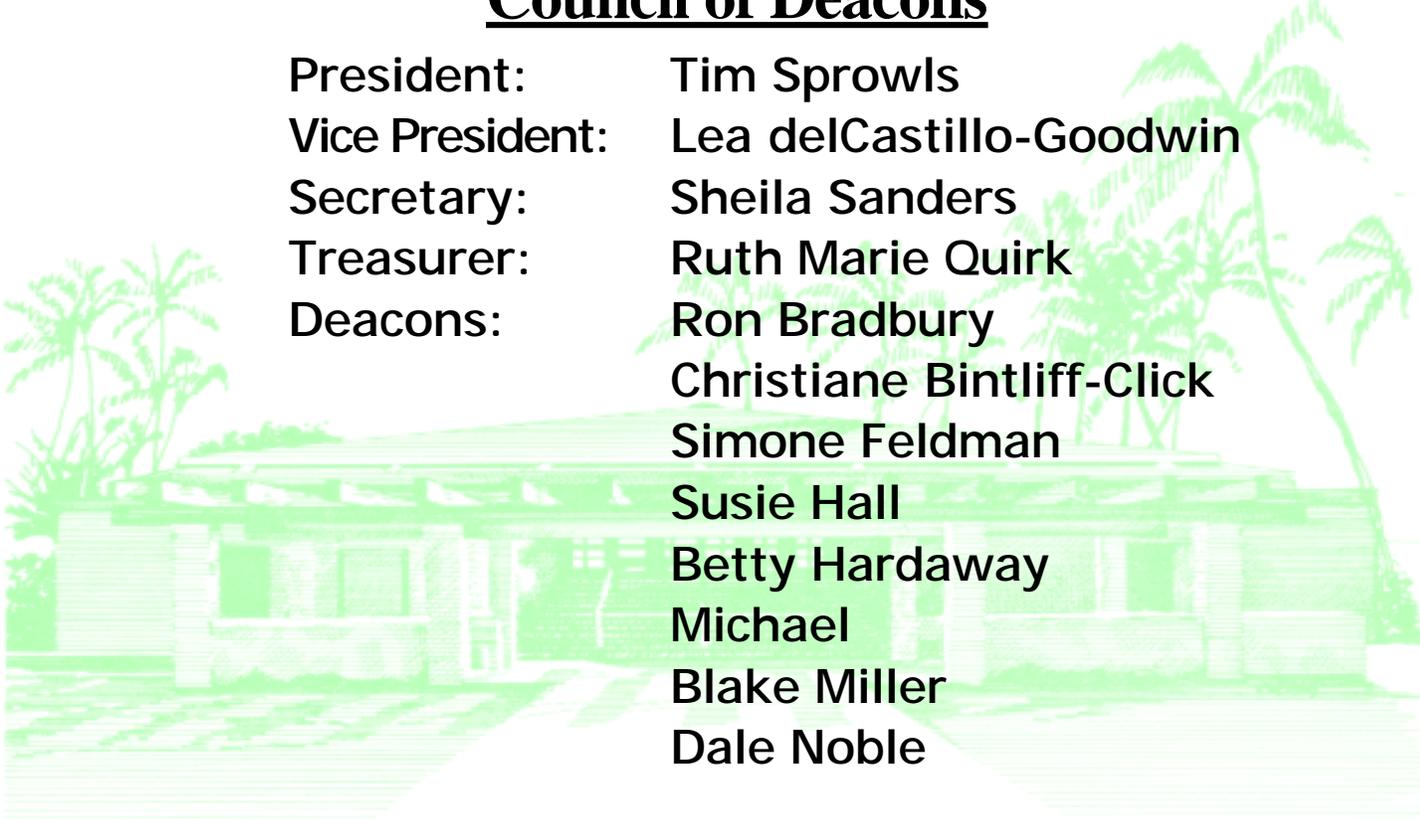


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Agenda

- I. Opening Devotion**
- II. Review Minutes of the 2002 Annual Meeting**
- III. Nominating Committee Report**
- IV. Election of Officers**
- V. Refreshment Break**
- VI. Executive Reports**
 - Pastor**
 - President**
 - Treasurer**
- VII. Approval of Year 2003 Budget**
- VIII. Old Business**
- IX. New Business**
- X. Benediction**
- XI. Adjournment**

Mission Statement

THIS CHURCH IS COMMITTED TO TRANSFORMING INDIVIDUALS AND TO SERVING ALL PEOPLE THROUGH JESUS CHRIST.

Calvary by the Sea Lutheran Church is a community of transforming individuals, unified in Christ, inspired by the Gospel, and living in the world as a base camp of lovers and healers. The spirit of this Biblically-based community is inclusive, embracing the global community and especially those without a church home.

The people of Calvary by the Sea understand that their mission is to provide for the needs of the community including the poor, the homeless, and the dispossessed, and to bring a healing of mind, body, spirit, and relationships to all.

This mission is accomplished through enthusiastic tithing of time, talents, and money and expresses itself in worship life centered in Christ through prayer, praise and thanksgiving. Through these activities, disciples are formed who then come together in groups that, like yeast, lift the entire quality of life of our neighborhood. These groups reach to all persons through intimacy, prayer and support and strengthen our community through their participation. It is the belief of the people of Calvary by the Sea Lutheran Church that, as Jesus transforms individuals, these individuals create a “wholistic” community which in turn transforms the whole society.

47th Annual Meeting

President John Travis called the meeting to order at 11:10 am. Kahu Doug Olson gave the opening pule.

A quorum was announced with 59 voting members attending. (Five percent of the membership is required for quorum—approximately 18 people.)

APPROVAL OF MINUTES: Time was given for everyone to review the minutes of the 46th Annual Meeting. The minutes were approved as submitted. Motion to approve was made by Lea delCastillo and seconded by Larry Gardner. Motion was unanimously carried.

ELECTIONS: Don Hardaway, chair of the nominating committee, was introduced. He thanked the nominating committee (Bob Joseph, Laura Miller, Michael, David Beattie and Bruce Kau) and had them stand to be acknowledged. The nominees were announced and given one minute to speak:

Nominees for President – Tim Sprowls

Nominees for Secretary – Sheila Sanders

Nominees for Council – Christiane Click, Deb Cutner, Betty Hardaway, Thea Johanos-Kam, Michael, Dale Noble and Sheri Schonleber (who had to withdraw for personal reasons).

Nominees for Nominating Committee – Sherri Clark, Reynold Feldman, Scott Kimsey, Jon Osorio, Vicki Slovak, and Pat Wong.

John Travis introduced Bruce Kau, outgoing councilmember, who would oversee the election procedure and chair this portion of the meeting. Kau explained that ballots were different than previous years as all candidates names were on one page. Kau then called for nominations from the floor, and there were none. Nominations were therefore closed for all positions.

Kau went over election procedures so everyone was clear how the voting and ballots work. First, he explained that if Sprowls were elected president, it would open up a 4th council seat, which would be filled through a run off election. Judy Magin asked if the president and secretary could be confirmed since there was no opposition for either seat. It was verified that they could be confirmed in this manner as it would be by general consensus. **Motion** was made and seconded to elect Sprowls and Sanders by acclamation, since there was no opposition. Question was raised whether or not ballots would be disqualified if there were no votes or if less than the number of open seats were voted on. Answer was ballots would not be disqualified. There being no other discussion, Kau called the question to vote on the motion and it passed unanimously.

Kau reviewed the ballot, reminded members to circle their choices and stated that they could write in other choices. He explained how to do a runoff if necessary, and there was a separate ballot for that purpose.

Kau opened the voting to members. He stated that if anyone voted incorrectly, or spoiled their ballot, they should request a substitute ballot. He added that if a ballot had more than four votes in each category, it would be considered spoiled, and therefore, not counted.

After determining that members had had enough time to vote, Kau requested a motion to close voting. **Motion** was made by Ruth Marie Quirk and seconded by Michael to close voting. Motion carried unanimously. Kau requested that everyone fold their ballots and put them in the ballot box. The ballot counters then left with the box to count the ballots and the business meeting ensued.

Reports

Treasurer's Report

Butch Miller highlighted the year. It had been a hard year, with 9/11 and then the drop in Japanese wedding income and congregational donations. The year ended with a \$59K deficit, but this was still better than expected. It did mean that 2002 would be an uphill struggle with cash flow problems. He asked that everyone look hard at giving and stewardship and suggested that a major shift was needed. He asked that we look at the stewardship report and see that it was our dollars that provided the salaries

47th Annual Meeting

for those who run the office and church and paid for the upgrades to the church office, the preschool and the nursery. He acknowledged all the people who helped us save money in this reconstruction, including the design person and the company who provided furniture (they saved us \$22K). But these accounts are now depleted. Although we still have the “golden cow” (Japanese wedding income), it may not always be there, and we need to start shifting our dependence away from it.

Miller then turned to the 2002 budget. He reported that only four people had come to any of the budget hearings to ask questions. The budget showed offering income of only \$201K based on the stewardship campaign of \$114K, and the remainder was based on what we normally receive from those who don't commit through the campaign, special offerings, visitors and the like. Income from Japanese weddings was cut in half to \$275K, but he felt this was a solid number barring another September 11-type event. He went through the budget by line item, which reflected a deficit of \$283K for the year.

Motion was made by Linda Hansen to approve the proposed 2002 budget and seconded by Deb Cutner. Discussion followed. Dale Noble questioned why there was no money allotted for an organist (line item 50) and motioned that \$5K be moved from another line item into line 50. Sherri Clark seconded. Linda Cluney clarified that there was money in line item 66 (music and worship) for this purpose. Dr. Harvey said they did it this way to try to lower the budget, but that it would be separated out in the 2003 budget. There being no other comments on this item, the question was called and the motion was defeated. However, Cluney was requested to put a footnote reflecting \$5K as in kind donation by Dr. Harvey and Dale Noble.

There being no other comments, a vote was called for the motion on the floor to pass the proposed 2003 budget. Motion passed unanimously.

Pastor's Report

Kahu Doug Olson stood to give his final report, stating how sad he was. He gave a brief history of his 34-year marriage to CBTS. He acknowledged everyone for making stands and sticking with them. He expressed gratitude for helping him through this time and allowing him to stay where his friends and support system are as he will need our support on a spiritual and emotional level to bring closure. He thanked the Council presidents, women and men, but especially the women for their support as there had never been an all-male council. He thanked the Council for their hard work this past year.

Kahu Olson asked the staff to stand and he introduced and acknowledged each individually for their contributions to him and to the church. He thanked Butch Miller for his due diligence and for being a fantastic human being. He thanked God for his life at CBTS.

President's Report

John Travis asked how many feel that Calvary by the Sea is special? He said that he knows that it is, and thanked the membership for letting him be its president this year and how proud he was of what had been accomplished. And he thanked Kahu Olson for serving them for 34 years.

ELECTION RESULTS: Bruce Kau announced the election results as follows:

President – Tim Sprowls

Secretary – Sheila Sanders

Nominating Committee – Sherri Clark, Scott Kimsey, Reynold Feldman and Jon Osorio.

Council of Deacons – 2-year term replacing Tim Sprowls: Dale Noble. 3-year term: Betty Hardaway, Christiane Click and Michael.

John Travis thanked Bruce Kau for handling the election and thanked and acknowledged the staff for pulling together the meeting, election and materials.

At this point, Bruce Kau read the resolution about Kahu Doug being Pastor Emeritus. **Motion** made by Kau and seconded by Lea delCastillo that Pastor Doug Olson be given the title Pastor Emeritus. Membership voted unanimously in favor of the motion.

47th Annual Meeting

OLD BUSINESS: There was none.

NEW BUSINESS: Suggestions were made regarding other sources of income including: tapping into more local weddings; fund-raisers; rental of church space. Ed Ching said he had access to general contractors who might be willing to donate time or materials for repairs. He also offered to look at the church insurance policies and determine if there were areas where money could be saved. Judy Magin offered to work with him to look at these items.

Reynold Feldman suggested we need to start thinking outside the box.

Del delCastillo reminded all that its not about the money, it's the things we do with the church; the mission of the church; and inviting others to our 'Ohana who may become members.

There being no other discussion or new business, the meeting ended. Kahu Olson closed with a benediction and outgoing president Travis adjourned the meeting at 12:35 p.m.

The Season of Epiphany 2003



Dear members and friends of Calvary by the Sea Lutheran Church, May the Christ-light of Epiphany shine brightly upon you all!

It is with joy that I bring you a greeting this year in your annual report as you meet again after a year of great transition and ongoing ministry to make decisions about God's future for your congregation. Thank you for your faithfulness over this past year. Thank you for the ways you celebrated the life and love of Ivy Olson. Thank you for the festive events honoring Pastor Doug Olson call to ministry in retirement. Thank you for receiving Pastor Russell and Dana Creydt with aloha. Thank you for your ongoing strong support of the God's work through the whole church as you include the Pacifica Synod and the Evangelical Lutheran Church in America as significant recipients of your mission support. Together, with you and many others, our church is able to embrace so many important missions—efforts in the name of Jesus we are able to do only because we work as partners in the faith. May God richly bless you in this next most important year in the life of Calvary by the Sea. We will pray for you, be present with you to listen and discern with you, and keep you in our

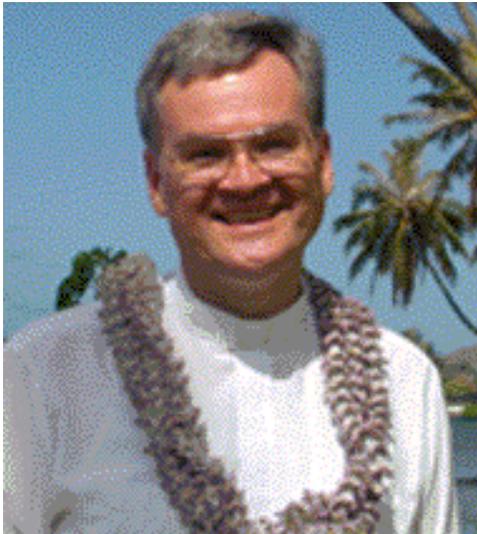
hearts. May the peace of Christ surround you and us all in these changing and challenging days.

Let there always be light!

*The Rev. Murray D. Finck**

Bishop—Pacifica Synod—ELCA

Interim Pastor's Report



The year 2002 has been one of great significance in the life of Calvary by the Sea. You have said goodbye to Doug Olson, as your pastor after 34 years of life and ministry. You provided him with a wonderful farewell and recognition of the important time you spent together. His retirement was preceded by the death of Ivy, his wife, who also served you so well as a Christian woman who cared for people who needed a helping hand. Saying goodbye is never easy, but it is so important to recognize the good that has been done. We must not forget all of God's gifts to us in the people God gives us to come to know and work with.

The first part of the interim process is to look back and give thanks and tell the stories. This many of us did in the small groups that gathered in the summer and fall. We shared the stories and after each one we sang, *O God our Help in Ages Past, Our Hope for Years to Come*. We recognized that what

God has done, God will do again, only now in new ways. We celebrated this event with our **Legacy Dinner** and the giving of our commitments to the continued work of God here through Calvary by the Sea. We saw an increase in the number of people who made commitments and also in the amount of the commitment. This is a good sign of strength. Well done!

Now our interim time needs to explore the relationships we have with our Evangelical Lutheran Church in America, our own Pacifica Synod and our Mission Partnerships such as Angel Network. Healthy congregations are those who understand and participate in the larger family of faith and who work together to make good things happen. We are part of a great "communion of saints" or as we say here a great "Ohana". During January and February we will be learning more about our partnerships and the missions we are a part of.

In the interim time of March, April and May we will be looking around us and will provide opportunities for our people to participate in the developing of a new mission statement and plan for the future. After looking back and then around at the gifts that God has given us here, how do we now do our mission in this new time together. What are our priorities and how do we organize to accomplish them. This will be our focus.

Then when the time is right we will begin a call process to find the pastor who has the specific skills that are needed to help our people accomplish this new mission. We then will prepare the ways for this new time to happen.

OUR STAFF

What a talented group of people we have here, who serve us in so many ways. We have a full time staff of twelve and a part time staff of three. Part of my responsibility is to oversee the administration of these wonderful people.

OUR TEAMS

We have the following teams in place and they are each focusing on the area of their responsibility. Each team will have a page on our website so all can learn more about what is happening in these given areas.

- Council of Deacons
- Stewardship & Finance
- Worship
- Property
- Youth
- Education
- Evangelism
- Personnel
- Preschool

Interim Pastor's Report

OUR FACILITY

We have a beautiful and highly used facility so much attention must be given to maintain it and keep it attractive. We remodeled the pastor's office. Thank you! Stop by and visit me there. It is beautiful.

OUR PROGRAMS

Here are some of the main programs we have. You will learn more about them in the rest of the annual report.

- Angel Network
- Preschool
- Japanese & Local Weddings
- Performing Arts at Calvary
- Fink Nite & Youth

OUR COMMUNICATIONS

Do be sure to read the *Calvary Calls* each month, and also the weekly Sunday Bulletin insert(s). This has been a traditional way to communicate. I also urge us to read *The Lutheran* magazine, so that we will learn more about this great church of ours. Our **webpage** is the newest and perhaps most important way to keep up with what is happening here. It is how many new people find out about us. Many people from all over world read it and contact us for weddings and other concerns. Many of our former members read it to stay in touch. We need to keep this updated and fully functioning. I write a column each week for the web page so check it out.

Most important, however is that we communicate with each other well. Share your thoughts and insights. Never talk about people, but always talk to them directly. The more open we are with our thoughts and feelings the better we are in community. Remember, I am your Interim Pastor. You can practice on me with some of the rough thoughts or feelings you may have, as well as your hopes and dreams for this great ministry. This is why I am here.

It has been a very full year and I am thankful that God has brought us through it. Who knows what this coming year will bring? We do know that the same God who loved us through 2002 will also love us through 2003. God Bless You.

Peace & Power,
Interim Pastor Russ Creydt

President's Report

Aloha to the extended 'Ohana of Calvary by the Sea Lutheran Church. This is my first report to you as your Council President. As I reflect on the year 2002, one consistent theme comes to mind – transition. We all knew as this year began that we were in for some life changes; Kahu Doug decided on a well deserved retirement date and we began plans in earnest for new Pastoral leadership.

After a long battle with cancer, Ivy ceased her suffering and went home in April. Despite knowing that the battle was nearing the end, all of us were incredibly saddened by her passing. Her memorial service was an appropriate farewell for a lady who was so integral to the life of this Church. I know I speak for us all when I express our continued sympathy and support for the Olson family.

April also saw the end of the active Pastoral service of Kahu Doug. After more than 30 years of dedicated service to this Church, Kahu Doug has moved on to a new phase of his life and continued service to the community. The world is a better place because of the dedicated service of Doug and Ivy Olson. May the same thing be said of each of us and this Church.

May saw the beginning of a new phase in the life of Calvary with the installation of Interim Pastor Russ Creydt. Pastor Russ has chosen as his calling the leadership of churches undergoing the change we are experiencing. Working with the Council and the Bishop, Pastor Russ is preparing us for our next long term Pastor. I hope you took the opportunity to participate in one of the small group meetings that occurred over the summer. These informal gatherings were an opportunity for each of us to express what brought us to Calvary and how Calvary got to where we are today. The celebratory dinner in November was a culmination of these meetings and a glorious expression of that past.

As I described in the letter I wrote to you in October representing the Council, we remain on course for this year of transition. Things are progressing as hoped and we anticipate beginning the call process in the summer of this year. I encourage you to ensure that your input is heard during this critical selection process. We on the Council will continue to update you on our progress on the course we are steering.

As the year closes I am pleased to summarize our status. The membership and weekly attendance are stable, weekly giving is near the level of last year, the financial condition is sound, and the Council is united in purpose. May God continue to bless Calvary and each one of us.



Tim Sprowls

Membership Statistics

Members Removed

Death

Deanna Dietz
William Russel Johnson
George Kau
Ivy Armstrong Olson

Transfer

Sherri Clark
Richard Cornair
Joyce Haupt
Susanne, Jamie &
Emmy Lembeck
Karen Offerdahl
Lois Swift
Jane Tai

Released

Sharon Ann Clark
Faith Feldman
Maia Hendershott
Edward Luther Hsia
Jasmine Hsia
Susan, Gabriella &
Jonathan Kubac
Adam Sandvold
Patrick Self
Pat Snyder
Lauren Walker
Joshua Williamson
Samantha Wright

Members Received

Baptism

Anna Archibald
Ian Archibald
Sam Becker
Sandra Becker
David Calus (Adult)
Michael Dowsett
Eric Fleming
Kaitlin Gehrke
Cascade Jackson
Darrell Large (Adult)
Cody Liu
Juliet Mazzola-Risse
Ethan Morin
Scott Nelson (Adult)
Erica Osterberger
Summer Pagatpatan
Electra Spaulding
Hokule'a Taniguchi
Timote Tupou

Affirmation

Jo Archibald
Honor Arganbright
Kim Becker
Denise Fleming
William Fleming
Gregory Heath
Jeni Heath
Sue Heath
Thea Johanos-Kam
Bennie Johnson
David Jowers
John Jowers
Mary Jowers
Matthew Jowers
Carter Kam
Laura Kam
Miriam Keaulana
Janis Magin
Shelley Meehan
So Young Namikawa
Pasha Raza
Claire teGroen
Bonnie Traymore
Helga Wilhelm
Jade Young

Transfer

Dana Creydt
Jesse Creydt
Russell Creydt
Garret Pick
Louise Wang
Philip Wang

Membership Statistics

Baptized509
Confirmed.....370
Transferred to other congregations9
Removed from membership6
Deaths4

Total Membership 509

Members Received (adults)

By Affirmation 19
By Baptism 3
By Transfer 6
By Reinstatement 0
Total 28

Members Received (under age 16)

By Affirmation 6
By Baptism 16
By Transfer 0
By Reinstatement 0
Total..... 22

Total Received 50

Average Weekly Attendance 188

Treasurer's Report



I was appointed as Treasurer in May 2002. There had been no treasurer since the annual meeting in February 2002. I began my time by familiarizing myself with the way in which Linda Cluney keeps the books for CBTS, and the budget of 2002.

We had our first meeting of the **Stewardship and Finance Committee** in September 2002. The Committee is composed of Pulelehua RuthMarie Quirk, Treasurer, Interim Pastor Russ Creydt, Linda Cluney financial administrator, Mike May, Linda Hanson, Cindy John, and Scott Kimsey.

The **Audit Committee** was appointed by the Council of Deacons during the December meeting. Members are Jennifer Bradbury, Rheta Large and Alice Noble. They met on January 6th, 2003 with Linda Cluney and Pastor Russ and completed the audit.

One of our major goals is to create a **Gift Acceptance Policy**, and to convert gifts we have received into usable assets for the church.

The **Legacy Dinner**, our major stewardship event, was a great success in every way. We all got to visit with each other and share our visions of CBTS. As you can see from the listings below, our commitments for 2003 are up more than \$38,000 from 2002. A summary of this year's financial bottom line can be viewed as:

	<u>Budget</u>	<u>Actual</u>	<u>Difference</u>
2002 Income Total	\$499,450	\$731,659	-\$232,209
2002 Expense	\$782,452	\$780,209	\$2,243
	with depreciation	without depreciation	
End of year Balance	(\$48,550)	\$40,370	

A view of the last 4 years of income:

Offerings 1999	\$227,264	Japanese Wedding 1999	\$585,400
Offerings 2000	\$236,683	Japanese Wedding 2000	\$533,600
Offerings 2001	\$230,522	Japanese Wedding 2001	\$505,000
Offerings 2002	\$214,029	Japanese Wedding 2002	\$491,000

An overview of Income and expenses of this year compared to last year.

	<u>Projected 2002</u>	<u>Actual 2002</u>	<u>Projected 2003</u>
Total Income	499,450	731,659	822,893
Japanese Wedding	275,000	491,000	437,200
Rental & Misc.	24,450	27,645	22,600
Growth in giving (-)	283,002	48,550	155,093
Offerings Total	201,000	214,029	208,000
Member Commitments	121,208	107,307	159,991
Total Expenses	782,452	780,209	822,893
Missions	103,050	116,921	114,700
Salaries & Benefits	301,889	312,993	309,909
Operating Expenses	204,715	204,957	329,129
Programs	64,115	38,404	69,225

Consult the Calvary by the Sea website at calvarybythesea.org for a PowerPoint presentation providing a graphical interpretation of the information on CBTS 2003 proposed budget with comparisons to last year.

It is an honor to serve you all as Treasurer for Calvary by the Sea Lutheran Church.

Pulelehua RuthMarie Quirk MLS

Audit Report

Cash Disbursements

The check register, canceled checks, and invoice files for the General Fund Account were sampled for the following: (1) proper recording of amount and payee on check register (2) proper amount and payee on checks, (3) authorized signature on checks, (4) proper amount on corresponding invoices provided by vendors, and (5) proper coding to expense categories detailed on the General Fund Income Statement. The results indicate that cash disbursements were properly entered into appropriate check register and disbursement journal. We also noted that disbursements were properly approved and supported by invoices and other applicable documents.

The signatures on checking accounts require 2 signatures for amounts over \$1500 or for non routine items. Less than that amount and routine items require one. Authorized signatures: Pastor, President, Treasurer, Preschool Director, Office Assistant. (Most checks are signed by Office Assistant)

Deposits

Bank Statement reconciliation's for bank accounts were tested. The results indicate that accounts were properly reconciled, in a timely manner on a monthly basis, and reconciled items were cleared within a reasonable time period.

Member Records of Contribution

Each member is issued statements of contributions. These are sent to members quarterly so members have a chance to respond if they are not accurate.

Debts: None

Insurance

Flood insurance is now a part of a comprehensive package rather than a separate policy. Council should evaluate if coverage amounts are adequate.

Our thanks to Linda Cluney , Parish Accountant, for making the books and financial records available to us and taking the time to explain policies and procedures of the church. She is to be commended for maintaining such accurate and complete records.

The Audit Committee: Jennifer Bradbury, Rheta Large, Alice Noble

Calvary Balance Sheet

As of December 31, 2002

	Dec 31, 02	Nov 30, 02	Dec 31, 01
ASSETS			
Current Assets			
Checking/Savings			
1000 · CASH IN BANK - CHECKING			
1010 · General Fund - Checking	79,242.25	75,519.06	60,312.37
1020 · Building Fund - Checking	1,025.11	720.11	5,048.86
1030 · Designated Funds - Checking	5,530.69	5,654.69	3,730.54
1040 · Education Fund - Checking	429.51	429.51	429.51
1050 · Fellowship Fund - Checking	1,785.94	1,785.94	1,785.94
1060 · Human Resource Fund - Checking	0.00	0.00	52.09
1070 · Wedding Fund - Checking	8,072.21	8,739.71	6,656.59
1000 · CASH IN BANK - CHECKING - Other	-50.00	-50.00	-50.00
Total 1000 · CASH IN BANK - CHECKING	96,035.71	92,799.02	77,965.90
1100 · CASH IN BANK - SAVINGS			
1115 · Memorial Fund - Savings	1,975.18	1,971.11	1,953.30
1140 · Sunday School - Savings	1,238.48	1,235.92	1,224.75
Total 1100 · CASH IN BANK - SAVINGS	3,213.66	3,207.03	3,178.05
1160 · MISSIONPLUS Investment-Savings			
1161 · Building Funds	298.36	297.84	292.36
1162 · Endowment/Reserve Funds	42,234.57	42,163.06	41,397.83
1163 · Pastor's Retirement Home Funds	0.00	0.00	1,241.69
1164 · Hunger Fund	912.47	910.92	6,304.52
1165 · Pastors Housing Equity Funds	0.00	0.00	9,725.67
1166 · RC Drake Ed. Scholarship Fund	0.00	0.00	3.74
1167 · Seminary Scholarship Funds	160.76	3,155.42	3,094.45
1168 · Vision Fund	22,712.25	22,673.81	22,262.23
1174 · General Funds	40,467.70	40,399.20	0.00
1175 · Wedding Funds	5,314.02	5,305.03	5,208.73
1176 · Mission Funds	877.57	876.08	16,541.79
Total 1160 · MISSIONPLUS Investment-Savings	112,977.70	115,781.36	106,073.01
Total Checking/Savings	212,227.07	211,787.41	187,216.96
Accounts Receivable			
1200 · Accounts Receivable	13,200.00	20,400.00	7,600.00
Total Accounts Receivable	13,200.00	20,400.00	7,600.00
Other Current Assets			
1570 · Loans/notes receivable	0.00	0.00	1,000.00
1580 · Prepaid Expense	6,404.06	8,548.56	17,468.61
Total Other Current Assets	6,404.06	8,548.56	18,468.61
Total Current Assets	231,831.13	240,735.97	213,285.57
Fixed Assets			
1500 · Fixed Assets, Land & Bldgs			
1510 · Real Estate Land - Honolulu	2,499,100.00	2,499,100.00	2,499,100.00
1511 · Real Estate Land - Arizona	35,000.00	35,000.00	35,000.00
1520 · Real Estate Building/Improvement			
1525 · Building (accum dep'n)	-578,487.32	-571,925.32	-499,743.32
1520 · Real Estate Building/Improvement - Other	2,009,298.57	2,009,298.57	2,006,691.52
Total 1520 · Real Estate Building/Improvement	1,430,811.25	1,437,373.25	1,506,948.20
1530 · Furniture, Fixtures & Equipment			
1535 · FF&E (accum dep'n)	-114,791.71	-113,943.71	-104,615.71
1530 · Furniture, Fixtures & Equipment - Other	285,712.16	285,712.16	274,639.66
Total 1530 · Furniture, Fixtures & Equipment	170,920.45	171,768.45	170,023.95
1540 · Land Improvements			
1545 · Land Improvements (Accum. Depr)	-18,592.52	-18,592.52	-18,592.52
1540 · Land Improvements - Other	118,048.31	118,048.31	118,048.31
Total 1540 · Land Improvements	99,455.79	99,455.79	99,455.79
Total 1500 · Fixed Assets, Land & Bldgs	4,235,287.49	4,242,697.49	4,310,527.94

Calvary Balance Sheet

As of December 31, 2002

	<u>Dec 31, 02</u>	<u>Nov 30, 02</u>	<u>Dec 31, 01</u>
Total Fixed Assets	4,235,287.49	4,242,697.49	4,310,527.94
Other Assets			
1550 · Miscellaneous Investment	14,185.00	14,185.00	14,185.00
1560 · Life Ins Cash Value	23,252.34	23,252.34	21,244.69
Total Other Assets	<u>37,437.34</u>	<u>37,437.34</u>	<u>35,429.69</u>
TOTAL ASSETS	<u>4,504,555.96</u>	<u>4,520,870.80</u>	<u>4,559,243.20</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Payables	5,122.09	600.94	-126.30
Total Accounts Payable	<u>5,122.09</u>	<u>600.94</u>	<u>-126.30</u>
Other Current Liabilities			
2100 · Payroll Liabilities			
2106 · Payroll-FICA	461.24	424.42	540.40
2108 · Payroll-FWH	460.00	453.00	744.00
2109 · Payroll-MCARE	107.84	99.22	126.38
2110 · Payroll-Medical	0.00	-1,007.80	-1,007.80
2113 · Payroll-SUI	0.00	219.57	262.70
2114 · Payroll-SWHHI	0.00	296.63	494.83
2116 · Payroll-Flex Spending	0.00	0.00	193.98
Total 2100 · Payroll Liabilities	<u>1,029.08</u>	<u>485.04</u>	<u>1,354.49</u>
2300 · Deposits	5,000.00	5,000.00	5,000.00
2400 · Funds Held for Others	2,065.62	2,189.62	2,085.52
Total Other Current Liabilities	<u>8,094.70</u>	<u>7,674.66</u>	<u>8,440.01</u>
Total Current Liabilities	<u>13,216.79</u>	<u>8,275.60</u>	<u>8,313.71</u>
Long Term Liabilities			
2050 · Deferred Comp due Pastor	0.00	0.00	10,899.85
Total Long Term Liabilities	<u>0.00</u>	<u>0.00</u>	<u>10,899.85</u>
Total Liabilities	<u>13,216.79</u>	<u>8,275.60</u>	<u>19,213.56</u>
Equity			
3900 · Earnings	-4,103.93	-4,103.93	47,832.22
3000 · Open Bal Equity	4,543,993.76	4,543,993.76	4,544,133.57
Net Income	-48,550.66	-27,294.63	-51,936.15
Total Equity	<u>4,491,339.17</u>	<u>4,512,595.20</u>	<u>4,540,029.64</u>
TOTAL LIABILITIES & EQUITY	<u>4,504,555.96</u>	<u>4,520,870.80</u>	<u>4,559,243.20</u>

Calvary Budget vs Actual

January through December 2002

	TOTAL		
	Jan - Dec...	Budget	\$ Over B...
Income			
3100 · INCOME SUMMARY			
3110 · Offerings Income	214,029.02	201,000.00	13,029.02
3130 · Wedding Income			
3131 · Japanese Weddings	491,000.00	275,000.00	216,000.00
3132 · Local Weddings	21,450.62	20,000.00	1,450.62
Total 3130 · Wedding Income	512,450.62	295,000.00	217,450.62
3170 · Investment	2,436.26	1,700.00	736.26
3180 · Rents & Miscellaneous	2,743.25	1,750.00	993.25
Total 3100 · INCOME SUMMARY	731,659.15	499,450.00	232,209.15
Total Income	731,659.15	499,450.00	232,209.15
Expense			
5000 · MISSIONS			
5010 · Synod/Church-Wide Mission	54,350.00	54,350.00	0.00
5020 · ELCA World Hunger Fund	1,000.00	1,000.00	0.00
5030 · Pac. Luth. Theo. Sem.	500.00	500.00	0.00
5040 · Hukilau	1,005.00	1,200.00	-195.00
5050 · Angel Network Charities	52,000.00	40,000.00	12,000.00
5070 · Misc. Missions	4,531.80	4,500.00	31.80
5080 · Scholarships	3,534.00	1,500.00	2,034.00
Total 5000 · MISSIONS	116,920.80	103,050.00	13,870.80
5100 · SENIOR PASTOR			
5120 · Pastor Housing	52,250.00	42,000.00	10,250.00
Total 5100 · SENIOR PASTOR	52,250.00	42,000.00	10,250.00
5200 · STAFF			
5235 · Music/Worship Housing	22,000.00	22,000.00	0.00
Total 5200 · STAFF	22,000.00	22,000.00	0.00
5300 · EMPLOYEE BENEFITS			
5305 · Payroll Expenses	0.30	0.00	0.30
5312 · Social Security Offset	4,475.25	0.00	4,475.25
5315 · Moving Expense	4,540.85	4,500.00	40.85
5320 · Staff Pensions	20,322.06	17,270.00	3,052.06
5330 · ELCA Pension Assessment	23,962.35	22,980.00	982.35
5340 · Medical /Dental Insurance	17,059.29	22,056.00	-4,996.71
5345 · Life Insurance	1,221.20	2,200.00	-978.80
5350 · TDI	1,545.39	1,500.00	45.39
5360 · Worker's Compensation	3,071.50	2,100.00	971.50
Total 5300 · EMPLOYEE BENEFITS	76,198.19	72,606.00	3,592.19
5370 · PAYROLL TAX & CHARGE			
5371 · Comp FICA	5,599.77	6,425.00	-825.23
5373 · Comp MCARE	1,309.63	1,500.00	-190.37
5375 · Comp SUI	1,502.47	1,500.00	2.47
5376 · Staff Salaries			
5110 · Sr Pastor/Interim Pastor Salary	48,118.30	51,970.00	-3,851.70
5216 · Intern Salary	10,200.00	10,200.00	0.00
5220 · Office Financial	31,515.00	31,415.00	100.00
5225 · Administrative Assistant	20,381.80	19,300.00	1,081.80
5230 · Music/Worship Coord./Choir	19,300.00	19,200.00	100.00
5245 · Graphic Design	12,814.31	11,554.00	1,260.31
5250 · Sound Technician	5,061.75	5,510.00	-448.25
5251 · Audio Technician-Weddings	0.00	400.00	-400.00
5255 · Nursery Salary	4,802.00	7,000.00	-2,198.00
5260 · Gardener	10,352.00	10,352.00	0.00
5280 · Wedding Coordinator	0.00	0.00	0.00
5281 · Wedding Parking	0.00	0.00	0.00
5285 · Overtime	0.00	0.00	0.00
Total 5376 · Staff Salaries	162,545.16	166,901.00	-4,355.84
Total 5370 · PAYROLL TAX & CHARGE	170,957.03	176,326.00	-5,368.97

Calvary Budget vs Actual

January through December 2002

	TOTAL		
	Jan - Dec...	Budget	\$ Over B...
5400 · OUTSIDE SERVICES			
5410 · Organist	2,500.00	3,200.00	-700.00
5430 · Pastor Fee	4,560.00	5,400.00	-840.00
5440 · Wedding Coordinator	3,535.00	3,400.00	135.00
5445 · Audio Tech	560.00	440.00	120.00
5450 · Parking Attendant	1,025.00	1,000.00	25.00
5470 · Nursery Substitutes	167.50	700.00	-532.50
5489 · Other	17,265.58	29,750.00	-12,484.42
Total 5400 · OUTSIDE SERVICES	29,613.08	43,890.00	-14,276.92
5490 · PROFESSIONAL FEES			
5495 · Accounting	3,328.00	4,000.00	-672.00
5496 · Legal	2,557.41	2,000.00	557.41
5497 · Bank Charges/Interest	56.64	100.00	-43.36
5498 · Other Professional Fees	885.38	1,000.00	-114.62
Total 5490 · PROFESSIONAL FEES	6,827.43	7,100.00	-272.57
5500 · SUPPLIES.			
5510 · Church Supplies	2,288.81	2,500.00	-211.19
5520 · Office Supplies	6,479.24	5,000.00	1,479.24
5525 · Postage	2,581.03	3,500.00	-918.97
5540 · Resources/Curriculum	14,603.53	19,850.00	-5,246.47
5590 · Food & Beverage	4,275.05	4,550.00	-274.95
Total 5500 · SUPPLIES.	30,227.66	35,400.00	-5,172.34
5700 · TRAINING & DEVELOPMENT	3,739.00	8,350.00	-4,611.00
5800 · TRAVEL & TRANS & LODGING	3,785.29	10,455.00	-6,669.71
5900 · INSURANCE.			
5940 · Package	23,311.00	22,000.00	1,311.00
5950 · Flood	5,558.00	0.00	5,558.00
5965 · Other	-1,539.65	475.00	-2,014.65
Total 5900 · INSURANCE.	27,329.35	22,475.00	4,854.35
6000 · UTILITIES			
6010 · Electric	12,789.86	13,000.00	-210.14
6020 · Phone	7,772.16	8,300.00	-527.84
6030 · Water	5,149.29	6,000.00	-850.71
6040 · Cable	554.32	1,360.00	-805.68
Total 6000 · UTILITIES	26,265.63	28,660.00	-2,394.37
6100 · ADVERTISING	15,289.67	16,000.00	-710.33
6200 · EQUIPMENT/RENT/MAINTENANCE			
6210 · Copier	12,908.09	14,500.00	-1,591.91
6230 · Other	13,039.85	4,850.00	8,189.85
Total 6200 · EQUIPMENT/RENT/MAINTENANCE	25,947.94	19,350.00	6,597.94
6300 · BUILDING REPAIR & MAINTENANCE			
6310 · Repairs & Maintenance	17,297.72	35,000.00	-17,702.28
6320 · Pest Control	2,704.27	2,500.00	204.27
6330 · Grounds	10,050.45	5,000.00	5,050.45
6340 · Refuse Collection	8,876.14	9,000.00	-123.86
6370 · Janitorial	24,717.50	22,000.00	2,717.50
Total 6300 · BUILDING REPAIR & MAINTENANCE	63,646.08	73,500.00	-9,853.92
6500 · PROPERTY TAXES	829.08	850.00	-20.92
6700 · GENERAL EXCISE TAX	19,463.58	11,440.00	8,023.58
6800 · Depreciation Expense	88,920.00	89,000.00	-80.00
6999 · Uncategorized Expenses	0.00	0.00	0.00
Total Expense	780,209.81	782,452.00	-2,242.19
Net Income	-48,550.66	-283,002.00	234,451.34

Mission Support in 2002

Budgeted Missions

World Wide

ELCA Synod Benevolence	\$54,350
ELCA World Hunger Fund	1000
Pacific Lutheran Theological Seminary	500
Pacifica Synod Disaster Relief	1000
Pacifica Synod Assembly	200
Total World Wide	\$57,050

Local

Angel Network Charities, Inc.	\$52,000
Baby Hui	1000
Discretionary Grants	47
ELCA Hawaii Conference (Hukilau)	1005
Hawaii Foodbank	235
Seminary Scholarship - Nancy Hanson	3000
Winner's Camp	2050
Youth Ministries	534
Total Local	\$59,871

Total for Budgeted Missions \$116,921

Other Missions

Angel Network Charities, Inc. (Designated Funds)	\$5063
Special Guest Ministries (Designated Funds)	1579
Total Other Missions	\$6642

Total for All Missions \$123,563

Proposed Budget for 2003

Total Projected Income \$822,893

Offerings (\$159,991 Commitments)	\$208,000
Japanese Wedding	\$437,200
Interest and Rental income	\$22,600
Growth in giving & Loan for Phase II	\$155,093
Total Income	\$822,893

Total Projected Expenses \$822, 893

Angel Network	\$50,000	Pastor (G)	\$94,800
Synod/Church-Wide	\$60,000	Office Finance (G)	\$31,415
Hukilau (ELCA Hawaii)	\$1,200	Admin Assistant (G)	\$25,000
Misc local Missions	\$3,500	M & W Coor/Choir Dir	\$41,300
MISSIONS Total	\$114,700	Graphics (G)	\$11,554
		Sound Tech (M&W)	\$5,510
CALL TEAM	\$1,000	Nursery (G)	\$7,000
ADULT ED	\$200	Gardener (G)	\$10,352
CONFIRMATION	\$6,310	Payroll tax	\$7,920
SUNDAY SCHOOL	\$3,750	Payroll benefits	\$69,058
PERFORMING ARTS	\$6,600	Salary increase limit	\$6,000
YOUTH	\$9,050	Salaries/benefits Total	\$309,909
EVANGELISM	\$1,275		
FELLOWSHIP	\$2,810	Utilites	\$29,270
STEWARDSHIP	\$3,950	Insurance	\$27,475
MUSIC AND WORSHIP	\$18,950	Excise & Property Tax	\$18,600
GENERAL	\$15,330	Equipment/maintenance	\$20,610
Programs Total	\$69,225	Advertising	\$20,000
		Prof fees	\$4,305
		Local Weddings	14,100
		Postage	\$3,000
		Office supplies	\$6,400
		Building and Grounds	\$85,400
		Grounds Phase II	\$99,999
		Operating Expenses Total	\$329,159

Proposed Budget for 2003

2003 Budget

2002 Budget

2002 Actual

INCOME				
	2003 Budget		2002 Budget	2002 Actual
Sunday Offerings	\$208,000		\$201,000	\$214,029
Commitment by members	\$159,991		\$121,208	\$107,307
Additional Sunday offering	\$48,009		\$78,792	\$105,707
Human Resources Fund Established by Doug Olson, Closed after he left 2002.	\$0		\$1,000	\$1,015
Japanese Weddings	\$437,200		\$275,000	\$491,000
Local Weddings	\$20,000		\$20,000	\$21,451
Investment	\$100		\$1,700	\$2,436
Rents & Misc.	\$2,500		\$1,750	\$2,743
TOTAL INCOME	\$667,800		\$499,450	\$731,659

EXPENSES				
	2003 Budget		2002 Budget	2002 Actual
MISSIONS				
Synod/Church-Wide	\$60,000		\$54,350	\$54,350
ELCA World Hunger (special offering)	\$0		\$1,000	\$1,000
Pacific Lutheran Seminary	\$0		\$500	\$500
Hukilau (ELCA HI Conference)	\$1,200		\$1,200	\$1,005
Angel Network,	\$50,000		\$40,000	\$52,000
Misc. Missions	\$3,500		\$4,500	\$4,532
Scholarships	\$0		\$1,500	\$3,534
TOTAL MISSIONS	\$114,700		\$103,050	\$116,921
SALARIES				
Pastor (G)	\$94,800		\$93,970	\$100,368
Office Finance (G)	\$31,415		\$31,415	\$31,515
Office Assistant (G)	\$25,000		\$19,300	\$20,382
M & W Coord/Choir Dir (M&W)	\$41,200		\$41,200	\$41,300
Intern	\$0		\$10,200	\$10,200
Graphics (G)	\$11,554		\$11,554	\$12,814
Sound Tech (M&W)	\$5,510		\$5,510	\$5,062
Audio Tech (Wedd)	\$0		\$400	\$0
Nursery (G)	\$7,000		\$7,000	\$4,802
Gardener (G)	\$10,352		\$10,352	\$10,352
Salary increase Limit	\$6,000		\$0	\$0
TOTAL SALARIES				
INCLUDES HOUSING	\$232,831		\$230,901	\$236,795

Proposed Budget for 2003

	2003 Budget	2002 Budget	2002 Actual
OUTSIDE SERVICES (people)			
Organist (Wedd)	\$3,000	\$3,200	\$2,500
Pastor Fee (Wedd)	\$5,400	\$5,400	\$4,560
Audio Tech	<u>\$1,000</u>	<u>\$440</u>	<u>\$560</u>
General	\$300	\$300	\$0
Weddings	\$700	\$140	\$560
Wedding Coordinator	\$4,000	\$3,400	\$3,535
Parking Attendant (Wedd)	\$1,000	\$1,000	\$1,025
Nursery substitutes (Gen)	\$0	\$700	\$168
Other Program services	<u>\$19,250</u>	<u>\$29,750</u>	<u>\$17,266</u>
M & W	\$10,750	\$12,250	\$5,387
Performing Arts	\$5,500	\$6,700	\$4,150
General	\$0	\$6,000	\$5,979
Youth		\$4,800	\$1,750
Confirmation	\$3,000		
TOTAL OUTSIDE SERVICES	\$33,650	\$43,890	\$29,614
PAYROLL TAX			
Social Security-Company	\$5,200	\$6,425	\$5,600
Medicare-Company	\$1,220	\$1,500	\$1,310
Unemployment-HI State	\$1,500	\$1,500	\$1,502
TOTAL PAYROLL TAX	\$7,920	\$9,425	\$8,412
EMPLOYEE BENEFITS			
Staff Pensions	<u>\$19,838</u>	<u>\$17,270</u>	<u>\$20,322</u>
General	\$15,718	\$13,150	\$16,202
Music & Worship	\$4,120	\$4,120	\$4,120
ELCA Pension Assessment	<u>\$7,737</u>	<u>\$22,980</u>	<u>\$23,963</u>
General	\$6,130	\$17,460	\$18,768
Music & Worship	\$1,607	\$5,520	\$5,195
Social Sec. Offset (Pastor)	\$7,253		\$4,475
Moving Expense	\$0	\$4,500	\$4,541
Medical	\$26,270	\$20,472	\$17,059
Dental	\$2,160	\$1,584	\$0
Life Insurance	\$1,500	\$2,200	\$1,221
Workers Compensation	\$2,800	\$2,100	\$3,072
Temporary Disability	<u>\$1,500</u>	<u>\$1,500</u>	<u>\$1,545</u>
TOTAL EMPLOYEE BENEFITS	\$69,058	\$72,606	\$76,198
PROFESSIONAL FEES			
Accounting (Gen) compilation	\$4,000	\$4,000	\$3,328
Legal	\$0	\$2,000	\$2,557
Bank Charges	\$100	\$100	\$57
Other	<u>\$205</u>	<u>\$1,000</u>	<u>\$885</u>
General	\$0	\$800	\$757
Music & Worship	\$205	\$200	\$128
TOTAL PROF. FEES	\$4,305	\$7,100	\$6,827

Proposed Budget for 2003

	2003 Budget	2002 Budget	2002 Actual
SUPPLIES			
Church	<u>\$3,400</u>	<u>\$2,500</u>	<u>\$2,288</u>
Music & Worship	\$3,000	\$2,000	\$2,125
Wedding	\$400	\$500	\$163
Office (G)	\$6,000	\$5,000	\$6,479
Postage (G)	\$3,000	\$3,500	\$2,581
Resources/Curriculum	<u>\$19,435</u>	<u>\$19,850</u>	<u>\$14,604</u>
Adult Education	\$200	\$200	\$206
Bethel	\$0	\$0	(\$212)
Sunday School	\$3,000	\$3,500	\$2,659
Evangelism	\$1,275	\$3,500	\$2,284
General	\$6,010	\$5,100	\$2,446
Fellowship	\$1,300	\$1,200	\$582
Music & Worship	\$3,500	\$3,950	\$3,055
Stewardship	\$1,450	\$0	\$718
Performing Arts	\$1,000	\$1,000	\$817
Youth	\$400	\$1,400	\$111
Confirmation	\$800		<u>\$1,938</u>
Call team	\$500		
Food & Beverage	<u>\$8,020</u>	<u>\$4,550</u>	<u>\$4,274</u>
Sunday School/Confirm.	\$750	\$750	\$93
Evangelism	\$0	\$500	\$0
Fellowship	\$1,510	\$1,350	\$56
General	\$1,000	\$1,000	\$1,859
Music & Worship	\$400	\$600	\$45
Performing Arts	\$100	\$100	\$60
Youth	\$250	\$250	\$202
Confirmation	\$1,510		\$491
Stewardship	\$2,500		\$1,468
TOTAL SUPPLIES	\$39,855	\$35,400	\$30,227
TRAINING & DEVELOPMENT			
General Fund	\$5,330	\$4,500	\$2,219
Music & Worship	\$1,000	\$3,850	\$330
Youth	\$4,400		\$1,190
Confirmation	\$1,000		
TOTAL TRAINING & DEVELOPMENT	\$11,730	\$8,350	\$3,739
TRAVEL, TRANS & LODGING			
General	\$2,990	\$10,455	\$3,785
Youth	\$4,000		
Call Team	\$500		
TOTAL TRAVEL, TRANS & LODGING	\$7,490	\$10,455	\$3,785

Proposed Budget for 2003

	2003 Budget	2002 Budget	2002 Actual
INSURANCE			
Package	\$27,475	\$22,000	\$23,311
Flood	\$0	\$0	\$5,558
Other	\$0	\$475	(\$1,540)
TOTAL INSURANCE	\$27,475	\$22,475	\$27,329
UTILITIES			
Electric	\$14,300	\$13,000	\$12,790
Internet Cable	\$720	\$1,360	\$554
Phone	\$8,250	\$8,300	\$7,772
Water	\$6,000	\$6,000	\$5,149
TOTAL UTILITIES	\$29,270	\$28,660	\$26,265
ADVERTISING	\$20,000	\$16,000	\$15,290
EQUIPMENT/ MAINT.			
Copier	\$13,200	\$14,500	\$12,908
Other	<u>\$7,410</u>	<u>\$4,850</u>	<u>\$13,040</u>
General \$2000 computers	\$5,060	\$2,500	\$10,708
Music & Worship	\$2,350	\$2,350	\$2,332
TOTAL EQUIP RENT & MAINT	\$20,610	\$19,350	\$25,948
BUILDING REPAIR & MAINT			
Repair & Maintenance	\$40,000	\$35,000	\$17,298
Pest Control	\$2,600	\$2,500	\$2,704
Grounds Includes 99,999 for Phase II	\$106,999	\$5,000	\$10,050
Refuse	\$9,300	\$9,000	\$8,876
Janitorial Contract & Supplies	<u>\$26,500</u>	<u>\$22,000</u>	<u>\$24,718</u>
Total	\$185,399	\$73,500	\$63,646
PROPERTY TAX	\$850	\$850	\$829
GENERAL EXCISE & USE TAX	\$17,750	\$11,440	\$19,464
Wedding	\$17,500	\$11,240	\$19,411
General	\$250	\$200	\$53
DEPRECIATION (bldgs, furn & fixtures, equip)	\$0	\$89,000	\$88,920
TOTAL EXPENSES	\$822,893	\$782,452	\$780,209
NET INCOME	(\$155,093)	(\$283,002)	(\$48,550)

Property Team

For the first part of the year there was no property team or committee. Various work that was needed to be done was accomplished by individuals stepping forward. Thank you to all who helped.

Last summer the council approved money to renovate the pastor's office, and this was done very well. Pastor Russ invites you to stop by and take a look. He said "It's the best office I've ever had!"

In September we formed an actual Property team. The members are Ron Bradbury who is the council representative Linda Cluney, Tim Slovak the chairperson, Dale Noble, and Jerry Renick. We put together the following list of maintenance and repairs needed:

1. Begin process resurface the Ohana Lani floor with tile. Estimates will be sought and budgeted for.
2. Replace the fence on the toddler side of lanai. It was termite eaten and filled with ants. **DONE**
3. Property team schedule a walk around the entire campus and note what work needs to be done both short and long term. **DONE**
4. Change the sprinkler system on the ocean side of the sanctuary so that it does not spray on the windows. **DONE**
5. The Gazebo is termite eaten, but also seldom used and a low priority at this time.
6. Much of the hedge in front of Hale Aloha is dead and needs to be taken out.
7. Has our property been checked for asbestos? We will get a quote and an inspection.
8. Replace the missing louver in the sanctuary and broken screens.
9. Recondition the air conditioners.
10. Repair and replace some of the electrical ceiling fans. **DONE**
11. Oil the pews.
12. Repair some of pew cushions.
13. Seal the sanctuary floor. **DONE**
14. Repair pot holes in the drive way. **DONE**
15. Grass amendment. **DONE**
16. Cleaning sanctuary carpet. **DONE**
17. Purchase and install a new memorial plaque. **DONE**
18. Get more information about a possible canoe rack.
19. Assess the extent of rot on the outside beams of the sanctuary.
20. Paint or paper the bride's room.
21. Study the moisture problem in the groom's room.
22. Trim the trees in the preschool area. **DONE**

Caring for the wonderful property we have here at Calvary by the Sea is an on going process. The property team welcomes anyone who would like to help us improve the wonderful campus we have. The team meets once a month.

Personnel Team

We have a wonderful staff at Calvary by the Sea and the task of the personnel team is to see to it that the staff is cared for appropriately and that they are functioning to their God given potential as they help this congregation carry out our mission.

We have 12 full time and 3 part time employees. This includes our school.

Full Time	Pastor Russ Creydt	Interim Pastor
	Dr. Arthur Harvey	Director of Music
	Linda Cluney	Accounting
	Rhonda Tsugawa	Administrative Assistant
	Denise Acklin	Preschool Director
	Susan Stuart	2 Year Old Head Teacher
	Lisa Gouveia	2 Year Old Head Assistant
	Kristen Tacub	2 Year Old Assistant
	Kay Burgoyne	3-6 Year Old Head Teacher
	Tricia Kunihiro	3-6 Year Old Afternoon Head Teacher
	Audrey Sutherland	3-6 Year Old Assistant
	Sarah Sanada	3-6 Year Old Head Teacher Assistant
Part Time	Edna Dunn	Communications
	Kevin Armstrong	Sound Technician
	Mario Callorina	Grounds Keeper

The task of the personnel team is to make sure all the contracts with employees are in order and that all employees understand and abide by the Employee Handbook which was redone in October of 1999. The team will be looking over the job descriptions for each employee to make sure they are up to date. The team will also oversee performance reviews, help to resolve problems, and make recommendations in relationship to compensation and benefits. Our current Personnel team members are Tim Sprowls, Walt Kaneakua, and Nyki Silberstein. According to our bylaws the members of this team shall:

1. Meet at least quarterly or on notice of the convener designated by the President.
2. Provide support for the Pastor and Church Staff as specified in the letter of call.
3. Recommend needed changes in staff support to the Council of Deacons.
4. Meet with the staff both individually or in group, as required; Meet with the entire staff in attendance at least once a year.

Our constitution reads that “the Staff Support Team is appointed jointly by the president and the pastor. Terms of office shall be two years, three members to be appointed each successive year.” Let us keep our staff in our prayers, for they are working on our behalf to extend the Good News of God through Calvary by the Sea.



Evangelism Team

Members: Pastor Russ, Betty Hardaway (Chair), So Young Namikawa, Edna Dunn, and Susan Greutzmacher.



The Evangelism Team is just getting started, having had their first meeting on January 13th, 2003. Our initial focus will be to improve our communication with and support of visitors and new members. We are exploring ways to attract the attention of visitors by the way in which we greet them at Sunday services and by making follow-up calls and sending them notes of welcome. In addition, we will be participating in the **New Member Orientation** sessions and will be pursuing ways in which we can help to integrate the new members into the life of our church. We will be using resources such as the Calvary by the Sea webpage, Devotionals, and *The Lutheran* magazine to help inform and foster the growth of visitors and new members.

Our evangelism will also be focusing attention on our members whom we have not seen in awhile. We want no one to go unnoticed. If someone has been absent for a time we want to contact them and find out how they are. We will be working on this also in 2003.

We would welcome ideas, suggestions and new team members!

Betty Hardaway

A Commitment to Serving

A.C.T.S. is entering its 24th year with almost 475 people having served this church and our community since its inception. This year was a particularly interesting transition year as we have moved away from an emphasis on producing the service to outreach and enhancement. Despite the uncertainty that change brings, it was a strong year for our program as we transitioned from one pastor to another. We needed to imagine a new role for ACTS that would suit a changing church.

We feel that we have succeeded in putting A.C.T.S. on a firm footing as we step into the future. A.C.T.S. will help our congregation establish a routine of caring for our property, and just as important, caring for our community through Angel Network, Canning Hunger, and other initiatives that define Calvary as a church with a mission.

Mahalo, Garret Pick

Worship and Music

The 2002 Worship and Music Program at Calvary by the Sea has seen a year of rich diversity and changes; offered ongoing and special educational opportunities; and provided avenues for outreach ministries. It was a year of joy and sadness, loss and welcome, but most of all, a year of change in the life of Calvary by the Sea Lutheran Church. Dr. Harvey, Director of Music and Worship, with the help of many others, provided leadership to the many successful efforts of creative worship and ministry through the arts offered at Calvary by the Sea throughout the year. Two of many highly significant events in the life of Calvary 'Ohana were the death of Ivy Olson in and the retirement of Kahu Doug Olson in April. These occasions brought many past and present members together. Calvary's family had the opportunity to practice their mission - "Blessed To Be A Blessing".

Music Ministry

Our **Calvary Choir** continues to provide a strong leadership role each Sunday for the 10 a.m. worship, as well as presenting music for special church year events. A **Praise Team** also assists with leadership from Jon Osorio, Bruce Kau, Tim Sprowls, Monica Doss, and Amie Lawyer. We have been richly blessed with the trumpet ministry of Colonel David Jowers this year, and section leaders Rosanna Perch and James Santos. Several members of the Calvary Choir participated in the annual **Oahu Church Choir Festival** in October under the direction of two St. Olaf College musicians.

Calvary continues the tradition of providing a venue for visiting musicians to enrich and bless us, and complement our own fine music ministry that included pianists Pat Harvey and Joe Lees, flutist Monica Doss, guitarists Dr. Jon Osorio and Bruce Kau, and Tim Sprowls and Amie Lawyer playing ukulele. Dr. Harvey serves as Organist, Pianist, and Choir Director. **Chris Lees** played several Sundays earlier in the year. Calvary was blessed throughout the year by the musical, preaching and drama ministries of visiting artists and ensembles including the **Covenant Players** in January and December; **David Hollowell** in January; **Blue Mountain Community College Choir** in March; **Dr. Alice Cash** in July; **Jaime Jorge** in September; and **Debbie Milligan** in October.

Other special music events throughout the year featuring guest musicians included the continuation of a special series of free concerts for Young Keiki and their parents, **Eine Kleine Keiki Musik**.

Annual Events

In October we held our fourth annual **Pet Blessing**. We continued to join with Holy Nativity Episcopal Church for several special church year events, including **Ash Wednesday**, **Good Friday** and **Thanksgiving** services.

Our annual **Christmas at Calvary** events were well received, including the traditional **Christmas Sing-A-Long** featuring the **University of Hawaii MUSEd Ensemble** led by Dr. Harvey, Calvary Choir and Soloists, and **The Movement Center Keiki**. Our **Keiki Christmas** program on Marathon Sunday, provided a delightful evening celebration with the presentation of, *The Plane Truth about Christmas* and *Yo! Christmas Tree*. The annual **Holly Trolley Carolling** event filled three trolleys.

Performing Arts

In addition to our choral program for adults, opportunities have been provided for keiki and youth to share their gifts and talents, vocally and instrumentally throughout the year. The **Performing Arts at Calvary** Program, co-directed by Miss Lisa, Dr. Harvey and Miss Julie, expanded into two programs, younger **PAC I** and older **PAC II**. This ministry continues to be a blessing through its teaching and performing in the areas of music, dance and drama. **Handbells** were also used during the fall, ringing for several services.



Worship and Music

The **Sacred Dance** ministry continues to be active at Calvary with several from our church participating in the **Sacred Dance Guild Conference**. Other dancers, as well as our own **Na Wahine O Ke Kai Ola** hula halau have performed throughout the year.

Career Activities

Dr. Harvey, along with others attended the **Honolulu 2002** HIM conference in March. With both music and theology background, and as an ordained minister, Dr. Harvey has led **Pre-School Chapel** bi-monthly. With the coming of Interim Pastor Creydt, Chapel is held weekly, alternating leadership. During the transition time from Kahu Doug's retirement until the start of Pastor Creydt's ministry, Dr. Harvey provided additional ministerial services including preaching, conducting weddings and funerals. He continues to teach music education at the **University of Hawai'i at Manoa**, and to provide a weekly therapeutic music ministry at **Leahi Hospital**. He continues to serve on the legislatively mandated **Hawaii Arts Education Partners Planning Team**, and represented Hawaii in the **National Network for Educational Renewal** as an Associate. He was one of the featured speakers at the **Western Division Association of Lutheran Church Musicians** annual conference in August, and also participated in the **American Choral Directors Association Western Division Conference**, both held on Oahu this year.

It has been a rewarding ministry at Calvary by the Sea for me. The support of the Kahu Doug, and now Pastor Creydt, Council, Staff, and the Calvary Congregation has enabled me to continue to creatively pursue avenues of worship and service at Calvary that make it unique among churches . . . an 'Ohana that actively seeks to encourage creative ways to be a blessing. One product of that creative encouragement was the completion of a Christmas CD, "Singing The Word Of Christmas."

May God's Spirit continue to empower our worship and music ministry at Calvary to be a blessing to our Savior Jesus Christ first, to those that fellowship at Calvary secondly, and thus to prepare us to bless those outside our Ohana.

May 2003, a time of transition in our church, be a year of experiencing God's blessing and His grace. Mahalo for your support, encouragement and Aloha.

Dr. Arthur Harvey, Director of Worship and Music

Youth/Christian Education

Calvary parents have enrolled 40 kids in Sunday school for the 2002-2003 year. This year we began using the **Life Together** from Augsburg Fortress publishing as our Sunday school curriculum. The lessons in class are reinforced in our regular worship service.

We reached out to our Angel Network families by decorating and filling our Thanksgiving food baskets with food (Thanks Moms and Dads!). Pastor Russ suggested having a family craft Sunday . . . and we did! Beginning the Christmas season with Christmas crafts and cookie decorating was so much fun! Jeff Bock, (Jessica and Chris' Dad), generously baked dozens and dozens of gingerbread and chocolate cookie people to decorate. Our kids also made Christmas cards with Sandy Jansen, reindeer with Laura Sprowls, and decorated and painted Christmas ornaments and figurines with Marion Harken and Susie Hall. We all had so much fun, we plan to do again next year.

Also in December, we began Sunday school with songs of the season. Led by Pastor Russ and assisted by Bruce Kau, it has been a great way to gather together on Sunday morning. We plan to continue with song throughout the remainder of the Sunday school year. Feel free to join us at 8:45 a.m. In January 2003, we provided study bibles for our parents to present to their children in 1st through 12th grade. This gift is intended to help our parents fulfill their baptismal promise to place the scriptures in their children's hands. We also included a chapter-a-day reading guides to lead our families through the bible over the course of one year. Special thanks to our Council of Deacons for this generous investment.



This past year our church council ranked youth ministry among our priorities in the first six months of the interim time. We have now begun a program from **Faith Inkubators** which combines youth ministry and learning and service into one complete program. Here at Calvary by the Sea we call this **FInk Nite**. FInk stands for **Faith Inkubating** because that is what we are doing, incubating the faith of our youth.

On the first and third Wednesdays of the month we gather for a theme night. This past Fall we studied the meaning of our Lord's prayer. We began each event with the eating of some great pizza and then started to sing fun songs with our newly developed FINK band. We then played games like The Weakest Fink to help us review what we are learning. We then heard from special guests about how they understood the meaning of this prayer in their lives. We watched skits and power point presentations, shared from thoughts and then we broke up into small groups with 2 adult guides and about four or five youth, guests as we call them. In the small groups we shared highs and lows of the week and we prayed for each other. We then launched into a discussion of the theme for the night. After about 45 minutes we returned to the sanctuary for a closing prayer in a circle and one last song with our band, and then as we were about to go each of our guides made sure each of our youth received a blessing on their forehead before they left for the night.

On the second Wednesday of each month we would have a fellowship or fun night or do a special servant event to help someone in some way. On the fourth Wednesday, our guides met to plan and evaluate how we are doing. This program is our way of combining learning, fun, friendship and service all into one. The best part is all the wonderful interactions that happen between adults and youth together. They are forming great Christian relationships.

Youth/Christian Education

Other Youth Events

Confirmation Camp: Last June, six of our youth, along with Pastor Creydt, attended a week-long confirmation led by the other pastors in our Hukilau conference. This was held at Camp Mokuleia. Another confirmation camp is scheduled for June of 2003.

Lock In: Forty youth including about 14 of our own had an overnight at Calvary in the summer of 2002. We ate at Chucky Cheese and then had music and talks in the sanctuary and a beach party. There was not much sleep but lots of fun.

National Youth Gathering in Atlanta: Six of our youth, one adult and Pastor Russ will be attending the ELCA National Youth Gathering In Atlanta Georgia this coming summer. We had to make our commitment to this in the Fall of 2002. More than 40,000 youth are expected to attend

Adult Sunday School

Our adult Sunday school class continued with readings and discussions using the book *Devotional Classics*, edited by Richard Foster and James Bryan Smith.

Our average attendance is 8 people, with room for more. All discussion materials are provided each Sunday. We meet from 8:45 a.m. to 9:45 a.m. and follow the regular Sunday school schedule.

We are blessed to have creative, enthusiastic and dedicated teachers to lead our children, youth and adults each Sunday. Please take time to thank our teachers for volunteering their time, talent, and aloha for choosing to serve our congregation in this very significant way.



Respectfully submitted, *Susie Hall*, Sunday School Coordinator

Sunday School Recognition

First Communion

Amanda Hutchinson
Paris Johnson
Erica Osterberger
Thomas Solywoda
Electra Spaulding
Toshi Taniguchi
Lydia Terjeson

Confirmation Graduates

William Fleming
Alex Hall
Pasha Raza

Calvary By The Sea School

The Montessori technique is based on the natural physiological, psychological and spiritual development of the child and may be divided into three parts: motor education, sensory education and intellectual/spiritual education. As you enter the classrooms at Calvary By The Sea School you can't help but be moved by how well each stage of these developments are nurtured throughout the environment.

In the Toddler environment, **Susan Stuart** and **Lisa Gouveia** work in helping these young children develop simple skills, such as listening, sitting in a circle and sharing. The materials in Toddler environment aid in the development of independence, motor skills and language. The classroom is both nurturing and stimulating for these young children.

As the children grow they move to the 3-6 environment. The teachers, **Kay Burgoyne**, **Sarah Sanada**, **Audrey Sutherland**, and **Kris Tacub** guide each child in strengthening their emotional, intellectual, spiritual development. The Montessori environment allows each child to internalize each stage of development and to gain confidence as they learn.

The afternoon environment is a continuation of the morning program. **Tricia Kunihiro** and **Kris Tacub** have created an afternoon program that includes many activities such as art, music and games. We have also been blessed to have a teacher trainee, **Genie Gray**, with us this year. Genie is finishing her Montessori/Early Childhood training at Chaminade and has been a wonderful addition to our staff.

Our extended afternoon programs now include **Claudia Hue** and **Amie Lawyer**. Claudia offers dance every Monday and Amie offers a Music Development class on Thursdays. These enrichment classes have brought a lot to CBTSS and the children enjoy them tremendously.

Our school year began with a much enjoyed **pancake breakfast**. With the help of Linda Cluney, Pastor Russ and Dana flipping pancakes, each family and staff member enjoyed a warm and delightful breakfast before school. We have also enjoyed our annual **Harvest Festival** in October, our **Thanksgiving Feast** in November and our annual **Christmas Program** in December. Every Tuesday, Dr. Art Harvey and Pastor Russ continue to nurture the spiritual needs of each child through their gifts of music and stories. The children are told many stories about life and the Bible, which teach them about sharing and loving one another. We often hear these stories repeated during the day while the children are in their classroom.

CBTSS has begun to develop the foundations of the school by developing an **Advisory Board** and a **Parent -Teacher Organization** (PTO). The Advisory Board is supporting the director with the "visionary development" of the school and staff. The CBTSS staff have begun a series of workshops titled "A Journey Through Montessori." These workshops support the continuing parent education for the school. The PTO is focused on fundraising and parent interaction. So far, the PTO has sponsored a "Bowling Night," "Parents Date Night," and "Spring Art Show". Their fundraising events have consisted of Christmas tree sales, Ingesbrook catalog sales, and e-Scrip. Future fundraisers for the 2002/2003 school year are Chili Tickets, Bake Sale and annual Walk-A-Thon. The PTO is also organizing the "Annual Giving Campaign."

Our 2002/2003 school year began on a positive note and has been busy and productive because of the many success of our 2001/2002 school year. Through the support of our extensive fundraising and the outstanding support of Calvary by the Sea Church, we were able to complete the **beautification of the playground**. Our **Walk-A-Thon** exceeded all our expectations by bringing in \$4600 and our



Calvary By The Sea School

Annual Giving gained tremendous support from the church congregation. As a result, new sod was laid with the help of parents and staff, a new sandbox was built by a parent, new playground equipment was installed (parents and staff assisted in the removal of the old equipment), and new rubber matting was laid with the financial support of the church congregation. Along with the playground improvements, the church has also provided the school with a new fence around the lanai area. The Toddler class and the 3-6 class were able to order many new materials, which have enhanced the education of the children.

Our school remains full with a large wait list in each class. We have weekly observations for new prospective parents and have an **Open House** in February.

We are a year round school with a nine-month contract and a summer session (three month) contract. CBTSS continues to maintain a solid reputation in Early Childhood Development.

The staff at CBTSS and I are continuously blessed with the support of the church staff, council and congregation. We are committed to our vision in helping keep the school and church a place where the community can be educated both spiritually and emotionally. With continued vision, support and God's help, these goals will be met.

Aloha and peace, *Denise M. Acklin*, Director

CBTS School Balance Sheet

As of August 31, 2002

ASSETS	
Current Assets	
Checking/Savings	
FHBSAV	611.63
PRUDSAV	15,244.17
PRUDSCHP	4,955.20
SCHOOL	854.47
Total Checking/Savings	21,665.47
Accounts Receivable	
Receivables	1,378.71
Total Accounts Receivable	1,378.71
Other Current Assets	
1580 - Prepaid Expense	772.80
Total Other Current Assets	772.80
Total Current Assets	23,816.98
TOTAL ASSETS	23,816.98
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll-Dental	-18.79
Payroll-SUI	303.37
Payroll-SWHHI	574.64
2000 - Tuition Deposits	8,585.00
Total Other Current Liabilities	9,444.22
Total Current Liabilities	9,444.22
Total Liabilities	9,444.22
Equity	
3900 - Earnings	-30,064.26
3000 - Open Bal Equity	27,459.99
Net Income	16,977.03
Total Equity	14,372.76
TOTAL LIABILITIES & EQUITY	23,816.98

CBTS School Budget vs Actual

September 2000 through August 2002

	Sep '01 - ...	TOTAL Budget	\$ Over Bu...
Income			
INCOME			
3110 · Contributions	5,375.00	6,000.00	-625.00
3170 · Interest	360.83	400.00	-39.17
3185 · Fundraisers	9,978.51	6,000.00	3,978.51
3190 · Tuition	231,442.25	237,000.00	-5,557.75
3191 · Day Care	262.50	100.00	162.50
3192 · Registration Fee	2,930.00	1,800.00	1,130.00
3193 · Comprehensive Fees	5,890.00	6,000.00	-110.00
3194 · Grants	1,000.00		
Total INCOME	257,239.09	257,300.00	-60.91
Total Income	257,239.09	257,300.00	-60.91
Expense			
ADMIN.			
5497 · Bank Charges	2.00		
5498 · Professional Fees & Dues	231.00	800.00	-569.00
5499 · Staff Events	297.00	350.00	-53.00
5520 · Office Supplies	1,781.71	1,400.00	381.71
5592 · Printing	0.00	1,500.00	-1,500.00
5593 · Postage	343.11	150.00	193.11
5900 · Insurance-Accident	378.00	400.00	-22.00
6020 · Telephone	923.52	900.00	23.52
6100 · Advertising	1,367.81	1,500.00	-132.19
6230 · Office Equip/Maint.	337.50	500.00	-162.50
Total ADMIN.	5,661.65	7,500.00	-1,838.35
BENEFITS			
5340 · Medical/Dental	17,462.64	18,320.00	-857.36
5360 · Worker's Comp.	1,364.55	1,100.00	264.55
Total BENEFITS	18,827.19	19,420.00	-592.81
CONSULT/CONTRACT SVCS			
5487 · Substitutes	7,304.69	6,000.00	1,304.69
5489 · Other	0.00	100.00	-100.00
Total CONSULT/CONTRACT SVCS	7,304.69	6,100.00	1,204.69
Payroll			
Comp FICA	10,318.74	11,450.00	-1,131.26
Comp MCARE	2,413.28	2,680.00	-266.72
Comp SDI	1,127.61	1,150.00	-22.39
Comp SUI	1,469.87	1,100.00	369.87
Gross	173,367.88	182,800.00	-9,432.12
Staff Bonus	1,844.00	1,850.00	-6.00
Total Payroll	190,541.38	201,030.00	-10,488.62
PROGRAM			
6405 · Consumable Supplies	1,007.22	2,000.00	-992.78
6415 · Books & Materials	928.13	1,000.00	-71.87
6416 · Playground Equipment	525.99	500.00	25.99
6420 · T-Shirts	0.00	350.00	-350.00
6425 · Excursions	554.00	1,000.00	-446.00
6426 · All School Events	509.43	100.00	409.43
6430 · Misc. (Leis, etc.)	459.13	500.00	-40.87
Total PROGRAM	3,983.90	5,450.00	-1,466.10
SPACE			
6310 · Repairs	380.36	300.00	80.36
6330 · Playground Improvements	13,562.89	17,500.00	-3,937.11
Total SPACE	13,943.25	17,800.00	-3,856.75
Total Expense	240,262.06	257,300.00	-17,037.94
Net Income	16,977.03	0.00	16,977.03

Angel Network Charities, Inc.

Mission: To shelter, guide, and restore homeless and at-risk families in Hawaii to Self-Sufficiency.

- In 2002, Angel Network assisted 74 families and 24 individuals with various services. We served 914 families (2256 individuals) through the Food Bank in 2002.
- Eighteen families received rent stipends. Four families received assistance with their utilities and three persons with school tuitions.
- We assisted 160 children with backpacks and school supplies.
- We provided 98 families with case management and referred them to other agencies.
- We supplied Thanksgiving Dinner to 32 families and 20 individuals.
- We provided gifts for 527 individuals for Christmas.
- We supplied 32 different Non Profit Agencies with clothing and household items.

	<u>2001</u>	<u>2002</u>
Grants	40,823	9,000
Fundraisers	38,786	28,151
Calvary Mission	65,000	40,000
Individuals/other		
Community Churches	78,253	52,951
Garage Store	111,785	114,639
Participants Rent	2,160	0
Hunger Fund	0	5,000
Misc. Donations	0	4,275
Total Income	336,804	254,016
Administration	258,027	165,395
Participant Support	54,208	73,007

Goals achieved in 2002

- ANC Debt reduction – Debt decreased from \$64,996 to \$44,360
- Completed Financial Audit for the fiscal Year 2001/2002
- Applied for state and federal funding – awarded federal funding through the City and County for the 2003 fiscal year

Goals for 2003

- Increase Board Membership and Participation
- Increase ANC's Funding revenue and private donations

ANC Balance Sheet

As of December 31, 2002

ASSETS	
Current Assets	
Checking/Savings	
1010 · American Savings - Checking	40,607.52
1020 · Territorial Savings	1,141.96
Total Checking/Savings	<u>41,749.48</u>
Other Current Assets	
1300 · Deposit for Fundraiser	500.00
1310 · Wing & a Prayer	600.00
Total Other Current Assets	<u>1,100.00</u>
Total Current Assets	42,849.48
Fixed Assets	
1600 · ANC Truck	2,400.17
Total Fixed Assets	<u>2,400.17</u>
TOTAL ASSETS	<u>45,249.65</u>
LIABILITIES & EQUITY	
Liabilities	
Long Term Liabilities	
Credit Cards, Ivy Olson	-0.01
Loan Doug Olson	44,228.01
Loan from Doug Olson	132.31
Total Long Term Liabilities	<u>44,360.31</u>
Total Liabilities	44,360.31
Equity	
3000 · Opening Bal Equity	0.27
3900 · Retained Earnings	-9,359.42
Net Income	10,248.49
Total Equity	<u>889.34</u>
TOTAL LIABILITIES & EQUITY	<u>45,249.65</u>

Nominating Committee

This year's Nominating Committee consisted of the three Deacons cycling off the Council: Ronald Bradbury, Lea del Castillo, and Simone Feldman plus four members elected last February: Sherry Clark, Reynold Feldman, Scott Kimsey, and Jon Osorio. Because Sherry Clark moved to the Mainland after her election, the Committee functioned without her assistance.

After speaking with a number of members, the Nominating Committee as a whole thought would be good for the respective elected positions within our congregation and after prayerful deliberation, we present the following slate of candidates for the Congregation's consideration:

For President of the Congregation (*one-year term*): **Tim Sprowls**

For Secretary of the Congregation (*one-year term*): **Thea Johanos-Kam**

For Church Council (*three-year term; three to be elected*):

Denise Fleming

Judy Joseph

Walter Kaneakua

Garret Pick

For Nominating Committee (*one-year term, four to be elected*):

Kevin Armstrong

Tokiko DeSola

Alice Noble

Manning Richards

Luisa ("Chachi") Wyant

For Delegates to the Synod Assembly (*one-year term; one male and one female to be elected*):

John "Jay" Magin

Judy Magin

Notes

1. We propose that Tim Sprowls and Thea Johanos-Kam run *unopposed* for their respective offices. Naturally, other candidates for president and secretary may be nominated or nominate themselves for these positions at the Congregational Meeting. We believe that Tim has led the Congregation well during Kahu Doug's last four months on board and Pastor Russ's first eight and that in this time of transition it makes sense to keep Tim's steady hand on the tiller. Thea, a regular attendee of the first service, has the interest, skills, and willingness to be an excellent congregational secretary. We would like to see her run unopposed as well.

2. In the case of the Church Council and Nominating Committee, we believe we are presenting excellent slates, so much so that we shall move at the Congregational Meeting that the individual in either race who does not receive enough votes to be elected be named *alternate*. That person would serve as deacon or Nominating Committee member in the event that a member of one of those groups was unable to serve by virtue of having moved, resigned, left the congregation, etc.

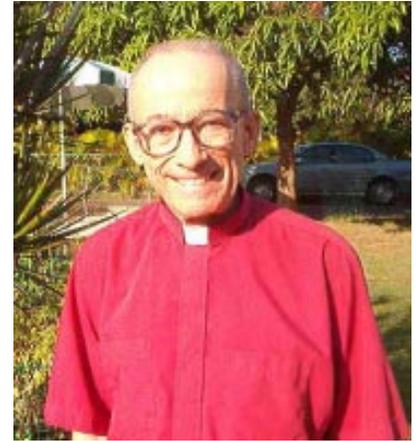
3. The Delegates to the Synod Assembly would join the Pastor in attending that meeting on the Mainland as lay representatives. The Assembly normally takes place from Thursday to Saturday the second week of May. These positions are often elective at other ELCA congregations, so the Nominating Committee has agreed with Pastor Russ to begin that practice here at Calvary as well.

Respectfully submitted on behalf of the Nominating Committee 2003,

Reynold Feldman, Chair

Japanese Weddings

There were 1,217 weddings of Japanese nationals at Calvary by the Sea in 2002, with the weddings being officiated by Pastors Larry Gardner and Doug Olson. Misunderstanding of the nature of the weddings sometimes occurs because persons are not aware of the uniqueness of Japanese culture. A common procedure in Japan is for a couple to go to a government office and register their marriage, after which they gather with family or friends and celebrate. While they are legally registered as married, they have not yet had their wedding. Due to the fact that weddings in Japan are extremely expensive, the couple may live together for a number of years and have children before actually having their wedding.



When the funds for a wedding ceremony are available, it then takes place. Weddings in Hawaii are much cheaper than a traditional wedding in Japan, so many choose to come here on a wedding “package” which includes airfare, hotel, limousine, wedding ceremony, photography, and other options. For these people, the wedding ceremony at Calvary is their genuine wedding. When one observes these weddings and sees some of the fathers crying as they give away their daughter, mothers and other guests crying, and the bride and groom sometimes crying as they say their vows, it is quite evident that this is their genuine wedding ceremony with significant meaning for them. The ceremony is basically the same as the ceremony of our local community weddings except for the use of Japanese in parts of the service. The couples sometimes request that the ceremony be in English and it then looks and sounds like one of Calvary’s local community weddings.

Some ask, why do Japanese people have a Christian wedding? The Japanese concept of religion is much different from our Western concept. Westerners tend to be denominational, such as Lutheran, Catholic, Episcopal, etc., but Japanese religion resembles a bowl of soup to which many ingredients are added. At certain stages of life, they may participate in Shinto rituals, at other stages in Buddhist rituals, at times follow Confucian teachings, and at other times follow Taoist teachings. So a Christian wedding fits into this pattern. Those who are Christian, or specifically Lutheran, make a point of informing us of this fact. It is interesting to note that when Japanese couples have a traditional Western style wedding in Japan, the most frequently requested song is *What A Friend We Have In Jesus*.

It is evident how meaningful this wedding experience is to Japanese people when it is noted how often couples, with or without their family, return one or more years later on their wedding anniversary to visit us at the church. They express to us the joy which they experienced on the day of their wedding. They usually bring photos of the wedding participants and wish to take more photos while they are at the church. They are also proud to show us the children which are now a part of their family.

Pastor Russ has reported a very touching experience . . .

“Here is story to help us understand the importance of our doing so many weddings. Late in the summer of 2002, a young Japanese man appeared at Sunday worship with his 3 children and his mother in law. He spoke very little English, but he told me that he had been married here ten years ago. He then reached for his wallet and pulled out a picture and as he was doing so he started to cry. He presented a picture of his wife who had died last year. Through his tears he recounted how important his wedding here was to him and how he wanted his children to be in the presence of God where he and their mother were married. They worshiped with us and then went to the beach and took pictures to remember a holy place and time in their lives.

We must remember that what we offer here is more than just a venue for weddings. This sanctuary, with the cross of Jesus is way for us to present Jesus’ Love to people whom we would otherwise never meet. Keep these couples in your prayers, that what was begun here might continue to be a blessing to others.”

Larry A Gardner, Professor Emeritus

Pastor Emeritus



Dear Calvary by the Sea 'Ohana,

As you know 2002 was a crisis year for all of us. Our Lord, however, gives us no crisis without opportunity! In a year that has taken Ivy into God's Kingdom, marked the end of 34 years of ministry among you, seen the death of my son-in-law and several close friends of Calvary, we have banded together in mutual support and aloha.

I thank you for your generous support and encouragement through these last months. I'm grateful to be your emissary to our community as Pastor Emeritus of Calvary by the Sea. It is an opportunity to continue to serve Jesus and our community in an active and representative way.

Much has changed in my life. Retirement has its own challenges . . . and I'm enjoying them. Much has changed for you, too. I'm deeply appreciative of the work Pastor Russ and you are doing together to define the future of this wonderful parish. And just as I venture into new and uncharted opportunities, so must you as God's chosen!

As we continue our journeys together we celebrate the Call of Christ to live out His Gospel in new and exciting times. I am grateful to God and to all of you for our years together. As you move on I will keep you in my heart and pray always for the Holy Spirit to use the gifts you have to continue God's mission in a world that seems to be in perpetual crisis.

Yes, and we're back where we started; for out of crisis comes opportunity!

Aloha Ke Akua, Kahu Doug Olson, Pastor Emeritus