



St. Michael & All Angels, Kauaʻi Monthly Newsletter May 2018

Upcoming Events

- Mother's Day Reception Sunday, May 13 following 9:45 service, Parish Hall. Men are asked to bring a dish to honor the mothers in our lives.
- Pentecost Sunday, May 19/20, one of the high feast days of the Christian calendar, marking the gift of the Holy Spirit. Wear red.
- Adult Formation: Conversation with Father Andrew, Sunday, May 20 Goodale Conference Room 8:30-9:30 a.m.

Our "New" Parish Administrator

Andrew McMullen, Rector

I am pleased to announce that Loretta Roof is now our full-time Parish Administrator! Many of you have met Loretta, and are aware of the blessings she has brought to us as a part-time employee; we are thrilled that she will now be able to bring a full commitment to support our parish life. Many of you might be wondering how all this came to be, especially in light of our staffing decisions last year. I thought I would share some of the background and our reasoning to make this change now.

In the spring of 2017, the leadership and I determined that rather dramatic measures were necessary to stabilize our financial circumstances. Income was not meeting expenses, and truth be told this was happening over a course of years, with the parish reaching into reserves to make ends meet. The most significant of the expenses related to the full-time employment (continued on next page)

Office Volunteer Appreciation

Gail Smith

Parish Administrator, Loretta Roof, hosted an office Volunteer Appreciation Lunch and Meeting on Wednesday, April 25, 2018, to express gratitude for those who are serving in the parish office. Office volunteers perform a number of functions, including answering phones; cleaning and organizing office areas; filing. assisting with service bulletins, programs, and mailings; assisting with property rentals; helping to update directory listings; working on printing and mailing of *The Herald*; and whatever else is needed. While enjoying lunch, we also engaged in candid discussion about what was working well and what could help the volunteers operate better in the office. As Parish Administrator, Loretta wanted to ensure that the volunteers are being provided with adequate support and direction.



Back row: Maria Skelton, Joan Loiseaux, Gail Smith, Marj Stanphill; Front: Pat Hillegonds, Clarita Medeiros

Our “New” Parish Administrator (continued)

of the Parish Administrator and Finance Administrator, and in particular, the costs associated with medical insurance coverage. We therefore made the very difficult decision to transfer these positions to part-time status. Two consequences followed from this action: our cash resources immediately improved, allowing the parish to overhaul our financial systems and build income; and both Beth and Melissa, sadly but quite understandably, eventually left their employment for opportunities offering full-time employment with health benefits.

I have always viewed the action taken in 2017, at least as to the Parish Administrator position, as temporary. (The decision to phase out the Finance Administrator position, especially in light of Kathleen’s performance as Bookkeeper, under Bill and Sue’s leadership, is not in question.) I believe that the daily life of our parish, and the complexities of rentals and other activities on our campus, require a skilled and dedicated full-time employee. While we are blessed by committed volunteers who share in the support of the office, it is my opinion that the overall administration cannot be adequately handled solely by a staff of volunteers. In addition, a purely volunteer model would require my oversight, drawing attention away from the duties and responsibilities that you rightfully expect from me as your Rector. I also do not believe we can successfully sustain a part-time administrator; if the position is filled by a highly capable and skilled employee, it will almost always be a matter of time until he or she accepts an opportunity for full-time work with benefits, and if the employee is not sufficient

to the task, then the job is not being done as we expect or the parish deserves.

We hired Loretta as our part-time Parish Administrator in November, 2017. To date, I would evaluate her job performance as exemplary, even though the part-time constraints have limited her and prevented us from taking full advantage of her skills. From the beginning, I knew that it was a matter of when, not if, she would receive offers of full-time employment. That actually happened, and rather soon after she began her part-time employment at St. Michael’s.

I met with parish leadership to discuss our options. Back during our Vestry retreat, we discussed many recommendations and suggestions in moving forward, including more effective communication (bulletin, email, website, social media and others) as well as better overall campus management (leases, tenant relations, short-term rentals, etc.). These were included in many of your responses to the parish questionnaires. In the end, the Vestry elected to restore the full-time Parish Administrator position in an effort to meet these goals and best serve you. At the same time, Vestry is still committed to our balanced 2018 budget. We identified certain expenses (mostly related to the refunding of a diocesan endowment fund which we will temporarily suspend and some minor administrative costs) that can be eliminated to provide additional funding for the position. None of these expenses relate to our parish ministries or outreach. The revised 2018 budget remains balanced.

Please again welcome Loretta to the parish! I am very much looking forward to all the blessings and gifts she will bring to us as we all journey forward.

A Call for Arms -- and Hands, and Muscles

Dana Bekeart, Junior Warden.

Church Workday, Saturday, May 26, 9-12 Please help out with these needed Church workday projects: 1) Remove mildew from the Sanctuary pew chairs; bring gloves, buckets and cleaning cloths for the chlorine removal; 2) Clean out the former nurses’ training offices in the Goodale building, removing the carpets and one wall, and stripping the walls clean; bring demolition tools; 3) Hedge trimming and other odd jobs. Help us spruce up our Church. It belongs to all of us. Thank you.

Angels Unaware

Pat Hillegonds

A few weeks ago on a Wednesday morning, Loaves and Fishes was finished, all the leftover food was put away, the floors were swept, and everything was locked up. It was almost 11, and I was in the church office along with Gail Smith and the regular office staff when a woman came in, saying she had been told she could get some food. My general policy when people show up after distribution hours is to tell them that our distribution is over, and refer them to another food pantry. It's what I told this woman. And then she began to tell her story.

She had lived in Haena until the week before, when catastrophic flooding had changed everything. She was now temporarily living in a "shack", for which she was being charged \$90 a day. She was going to have to leave in a few more days, and didn't know what she was going to do. She lived on Social Security Disability, so didn't have much money, and was trying to figure out how to salvage the pieces of her life.

After hearing this much of her story, I took her over to the pantry and gave her several cans of food. We had already given away all of the perishable foods (bread, produce and dairy items), but I called the Hawaii Food Bank, explained the situation, and was told to send her there and they would provide her with enough additional food to meet her needs.

We went back to the office, where the woman told us more of her story in a somewhat rambling and disjointed fashion. The night before the heavy rains, she had returned from Honolulu, where she had just had surgery. On the day of the flooding, members of the Coast Guard went door to door, advising people to evacuate and to be ready to leave within a half hour. Discombobulated by the situation, the woman was having difficulties deciding what to bring. Among her final choices: a bikini "that hasn't fit in years", the dress she was wearing, eight packages of dental floss, and a pastry brush.

On the morning I met her, she had resolved to take care of two major issues: food and housing. She had already been to several service agencies, had been given multiple applications and referrals, and had been told that none of the financial assistance from government and other sources was available yet. Father Andrew gave her a check, which she hadn't asked for and wasn't expecting. Gail Smith told her about possible housing. When she left, it seemed to be with more hope than when she arrived.

I've been thinking about this incident a lot since it happened, and remembering the verse in Hebrews about showing hospitality to strangers. And I keep wondering --- were we in the presence of an angel that morning? *Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it.* Hebrews 13:2 (NRSV)

Treasurer's Update

Bill Skelton, Treasurer

After the financial trials of last year and our history of deficit budgets, it is comforting to be able to say that this year things are much improved. As of the end of March, total revenues were \$184K and total expenses were \$116K. That said, I should note that several of our members have already paid their annual pledge in full and our ongoing revenues will be at a lower rate. We have two rental vacancies which represent lost revenue of about \$2K per month. If not filled soon, there will be some impact on our financial condition. All bills are paid and we have a significant cash balance to help us through the summer and fall.

It is comforting to have a balanced budget, but it is important to recognize that a balanced budget is not a goal. Instead, a budget is a tool for setting priorities and making plans. As a faith community, we are 'in the business' of changing lives and sharing God's love in our local community and the world. If anyone wishes to see more detailed information, please contact me directly.

We're All Here to Help Each Other

Pat Hillegonds

On a recent Wednesday morning in April, thirty-eight energetic and inquisitive three-, four-, and five-year-olds from Island School paid a visit to Loaves and Fishes. According to their teacher, Sue Macklin, they had recently completed a unit on the importance of helping other people and caring for one another. Sue thought a visit to Loaves and Fishes and involving the children in the ministry would be a good reinforcement of what they had learned.

Shortly after 8:30, a school bus pulled up in the St. Michael's parking lot. Thirty-eight pre-school children, as well as several teacher's aids and parent chaperones, disembarked. Arms loaded with thermos bottles and snack packs, along with Smiley Sacks containing gifts of fruit, they all gathered outside the parish hall once their things were deposited inside. I explained what we do every Wednesday at Loaves and Fishes – namely, give away food to people who don't have the money to buy enough for themselves. We then headed for the church to bring back food that had been donated by church parishioners. On the way, we stopped to view the koa entrance doors. The kids found the story of Michael slaying the dragon fascinating. Once inside, we made sure every child had a can or package of food, so everyone had something to carry back to the parish hall and all could feel their contribution was important.

The children wanted to join our Share and Care Circle, where they expressed their thanks for mommies and daddies, brothers and sisters, grandparents, and friends. Once we started distributing food, the kids did the work, putting canned goods, rice, pasta, bread, and other assorted foods into each recipients' bags. They had also decorated Smiley Sacks – paper bags decorated with cheerful smiley faces – and filled them with their gifts of fruit. They proudly handed a sack, and sometimes two, to each recipient. Their presence brought a new level of joyous energy to our normal Wednesday morning. But it wasn't only the children who learned about the importance of helping each other. Some of our regular folks commented that letting the children help them was difficult when they want to be independent, but if it helped the children learn the importance of kindness and compassion, they were glad to help with that lesson.



Island School preschoolers give their smiley sack gift of fruit.



St. Michael & All Angels
Episcopal Church
4364 Hardy Street
Lihue, HI 96766