

ho'oulu

"...to prosper...to inspire..."



[The Newsletter of
St. John's By-the-Sea]

Easter 2006 issue

Anatomy of a Start Up/Start Over

by Leo Loyola
with the Rev. Liz Beasley

*"(Jesus said:) Everything is possible
for him who believes." —Mark 9:23*

Somehow it seems quite apropos to write this article during this Easter season. What follows is a behind-the-scenes look at what is being done to redefine St. John's vision and goals for the next five years...

Chu Residence, 03.04.06, 9:30am

It was Saturday morning in Kaimuki, and the weather hadn't decided yet whether it should rain or not. For the group of fifteen St. John's members in attendance, there was no such indecision on their minds. The mood was congenial as usual. But everyone knew that the serious dual mission of strategizing St. John's focus as a church and completing the required three-year budget for the Diocese lay ahead.

Information gathering: Oahu, HI and San Diego, CA, February 2006

The month prior, several Bishop Committee members took part in strategic planning conferences held locally and in California. On February 11 and 25, St. George's was packed with interested attendees to the Hawaii Diocese's Strategic Planning Training. Some even flew from outer islands just for the 9 am sessions. *And what motivated so many to attend?* For some, especially if their home church would be receiving a subsidy from the Diocese, attendance was mandatory. For others, the sessions would help their home church would be receiving a subsidy from the Diocese, attendance was mandatory. For others, the sessions would help their home church align their strategic goals with that of the Diocese.

[Anatomy of a Start Up/Start Over, continued next page]

bishop's committee
LITVWS

An Easter Lesson on Faith

Below is a true story found in Dr. Norman Vincent Peale's best seller *The Power of Positive Thinking*. As minister of New York's Marble Collegiate Church for 50-plus years, his stories were dynamic, inspirational lessons in Christian living in today's world...

Easter was coming up. It was early that year, in late March. Bob stopped to see me. "We've got a problem, old son," he said. Why he called me that, I never knew. But I didn't mind. "We'll never get the crowds in this little church on Easter," he continued. "Why, we're packed every Sunday, even in the rain." I pointed out that we could have two services, but he objected, "That wouldn't do. That would mean we can take care of only five hundred people."

We parted, not having solved the problem, and I was willing to let it go at that. Although the neighborhood was growing, we didn't know all the newcomers, and it being New York City, we assumed many to be of Catholic and Jewish faith, and therefore we could not count on many of them coming to a Protestant Easter service.

Things went along until a few weeks before Easter, when Bob telephoned me. "Hang on to

your chair, old son," he began, "I've got some news that may rock you. I signed a contract for a theater auditorium for Easter morning."

"You've what?" I exclaimed, horrified. "Who gave you authority to do a fool thing like that?"

"The best authority in the world," he said calmly. "I took it up with him and he said: 'Go ahead, boy, you can fill it. And I'll help you.'"

Not realizing who the "him" he was referring to was, I countered with no little concern in my voice: "I happen to be the top authority in this organization, Bob, and I did *not* say to splurge like this!"

But he persisted that there was someone over me. "Who's that?" I sputtered.

[An Easter Lesson on Faith, continued on page 3]

Ko kakou Hokukula`a`ula (Our Sacred Guiding Star)

We are a communion of saints who
worship Christ and serve others.

We embrace the Hawaiian values of:

Aloha—We love and respect God and
one another.

Mana—We respect the Spirit of God
within each of us and all things.

Malama—We are good stewards of
God's Creation.

Pono—We are righteous and just in all
our undertakings.

*"Rejoice in the Lord always; again I
will say, 'Rejoice.'" —Philippians 4:4*

But more importantly there was a genuine desire to help their home church make a bigger impact in their community. St. John's was one church that fit all three of those categories. Facilitator Dennis Higashiguchi told the room, "what we're here for is learning the process of developing strategy...what you're trying to do is find a common ground (in your visions for your church's future)."

Between the dates of those two sessions, another team of Bishop Committee members took part in the week-long *Start Up! Start Over!* conference, held at the DoubleTree Club Hotel in San Diego. The purpose of the conference was to help participating churches move beyond their current stage of growth stage. Many diverse and relevant issues were covered: how today's culture affects the assumptions of institutional Christianity, the natural life cycles that all churches go through from development to regeneration to decline and how churches must respond to these patterns, a look at how congregational size affects its overall behavior and its ministries... *And that was just day one!*

Other topics included how churches can use marketing techniques to invite people to church and how the power of "immersion experience" can be the way that older generations reach out to youth. Exhausted from the amount of information they were presented and hearing news of how bad the rains were back home, the San Diego team was, of course, very eager to return. On the flight back, Rev. Liz (who had lost her voice during most of the trip and was slowly getting it back) came up with the idea of everyone bringing an agenda of their own to a pre-planning meeting the following Wednesday.

Planning the Agenda: 03.01.06, 4:30pm

The rains didn't seem to let up since the San Diego team returned. It was 4:30 pm on Ash Wednesday—hours after Rev. Liz held a morning service, a few hours before the evening service. In fact, that day, there was already heavy flooding in Liz's Ka'a'a neighborhood. But despite that, her dedication to God and the people of the community compelled her to keep St. John's doors open. There was no sign of complaint on her face as she led her reluctant German Shepherd into her office.

Rushing to avoid the rain, she and Leo met Penny Chu (who was to facilitate the upcoming meeting) inside. The task at hand was to compile piles of information into an efficient yet thorough agenda for the March 4 meeting. While St. John's technically had until May to turn in St. John's three-year plan, Liz reminded the others we really didn't have much time to work on it. The upcoming Luau and Bishop Chang's visitation would take up a lot of everyone's time in April. The Bishop's Committee needed to make a concentrated effort to complete as much of

the plan as possible by the end of March.

Looking back at the St. George's session the previous Saturday, Penny and Leo felt that the icebreaker game used there should be the primary structure of the March 4 agenda. Once that was decided, weeks of research that seemed like ill-fitting puzzle pieces quickly fell into place. (If you are interested in the research gathered during both the San Diego and St. George's sessions, please see Leo for them.)



Rev. Liz herself proposed a unique idea. Her plan was to stand up every half hour of the March 4 session. This was a signal for everyone to stop—no matter what—and to stand along with her, as she led the group into a prayer to God. Clearly, doing this would disrupt the rhythm of the meeting, and Liz knew it would. She argued that praying to God would remind everyone that we were not meeting merely to build a better organization. The impromptu prayer would serve to remind the Bishop's Committee that our efforts were meant to arise from God's leading and ultimately to glorify God. Liz explained that God should be the focus of what we accomplish and how we achieve our goals. Penny and Leo smiled, and Liz's approach was immediately adopted into the agenda.

Chu Residence, 03.04.06, 9:30am

Penny stood in front of the group by the black easel. On the easel was a large sheet of paper with the agenda for the day hand-written. If things went smoothly, she told everyone that we should be able to accomplish them all:

Ice Breaker Vision Picture SWOTS: environmental analysis Develop key goals

To start, she divided the group into two. Each group was handed 15 index cards and a roll of tape and was instructed to construct something out of them—but there was a certain procedure that had to be followed before actual construction took place. What each team had to do first was to designate a leader to organize the group, a speaker to explain what was constructed, and a key designer. The group



who stayed outside was led by Leo (picked solely because he understood the rules of the icebreaker) and consisted of Bill Fay, Dick Halverson, Lot Lau, Lois Murphy, Leone Simeona and later U'i Chong. The remainder of the group—Liz, Phyllis and Butch Chang, Genie Simeona, Lolana Fenstemacher and later Tori Tualatamalelagi—met inside.

The icebreaker had three basic steps:

Plan Phase: During this phase the teams have to plan on what to build. No one was allowed to touch any of the materials at this point or to draw on anything. Envisioning what and how the end product was to be built could only be done verbally and mentally.

Build Phase: During this phase the team is to construct their planned object using all of the materials and nothing else. The cards could be torn, bent or folded, if necessary.

Share Phase: Both groups would discuss what they constructed.

After a half hour of work, the groups came up with a two-storied church building with a huge cross in the front and a calabash filled with gifts for the church. *And what was the purpose of the ice breaker?* Basically it was a simple "metaphor for strategic planning." Each of the elements of the icebreaker paralleled each of strategic planning's key elements.

In another activity, everyone was split into three new groups where each was given a different scripture passage to read. Specifically the ones used were 1 Kings 16:1-13, Proverbs 3:5-6 and Ephesians 4:1-16. The group read the passage and discussed what they said about God's call to us and how we hear it. Following that, the groups were then given pens and paper and instructed to design a future St. John's. The group had to draw a "vision picture" of the foundation of this new St. John's and the pillars of ministry that would be built upon it. Doing the latter activity, participants brainstormed on opportunities of ministry St. John's could explore in the future. While nothing here was set in stone, it allowed everyone to see the world around St. John's as one filled with possibility.

Once everyone was done with their vision pictures, the groups discussed what they drew. Suddenly Liz stood up—this had been the third time she had done this and everyone was obediently standing up to pray with her. While the prayers were purposely disruptive, Liz was right in that it re-focused everyone to put God first in our thoughts. After the third

prayer, no one groaned about having to stop and stand up. Everyone obediently bowed to God.

Once the discussion of the vision pictures were over, the drawings were taped on the living room walls. Everyone was then instructed to look over the pictures and distill elements that stuck out.

"His name is God," said Bob calmly.

"But, Bob, do you know the seating capacity of that theater?"

"Sure," he said, "it's 2,500 individual seats, and we'll put a human being in every one of them."

I was still fuming and reminded him that Easter was very early, in March, and it could rain or snow or sleet. I made it sound bad.

But it didn't faze him at all. "Whatever the weather, come rain, sleet, snow, or high winds, even hurricanes, we know God will fill that big auditorium," he said. "Have some faith, be a believer, old son. Be seeing you." And he hung up.

I sat back, sighed, and said, "Guess I'll have to practice what I preach." And, believe me, to do that sometimes requires a lot of extra faith, extra believing.

The reason I tell this story is that this incident proved to be one of the most significant learning experiences of my life. In it I discovered a principle that I have tried always to employ, and when I have, things have gone well. When I have neglected it, things haven't been so good.

What happened on Easter? I awakened Easter morning out of a restless sleep and looked at the

clock. It was ten minutes after five. Then realization stuck me: the theater, with its vast auditorium. That dumb Bob got me into this fix. I leaped from bed, ran to the window, and what do you know? It was raining and not a gentle rain. It was pouring down steadily, rain bouncing in the street down below. Well, out of some source I had enough positive attitude to say, "Anyway, thank God that down-pour isn't snow."

Then the phone rang. A familiar voice cheerily said, "Happy Easter, old son." You guessed it, the caller was Bob, who out of his newly acquired believing spirit, declared, "We're going to have a great day, one we'll always remember"...

In my raincoat and under an umbrella later that morning, I sloshed through puddles to the theater two blocks up Flatbush Avenue. To my astonishment, the huge parking lot was full of cars. "People must have left them overnight," I ruminated. Then I found myself in a crowd of people streaming into the little theater. They were people I did not know, all bent on getting in out of the rain. I couldn't believe my eyes: The place was nearly full and the crowd was surging in. I went backstage. Peeking through the curtains, I could see that both balconies were filling up.

Then Bob strode up to me. There were tears in his eyes and a choke in his voice. For once he had no words. He just wrung my hands, then hugged me. Finally, looking up to the ceiling, he managed to say, "Thank you, God. You're wonderful." Then to me, "How do you like it, old son?"

And he couldn't help adding, "O ye of little faith."

I, too, was moved. "I didn't need any faith, Bob, old boy," I said, my voice catching. "You had enough for all of us."

"Go out there and start," he ordered. "Have them sing 'Onward Christian Soldiers, Marching as to War.'"

"But, Bob, that isn't an Easter hymn," I objected.

"So what?" he said. "We're in a battle against unbelief. Let's get 'em roused up and really going. And then get 'em to sing 'Faith of Our Fathers, Living Still'. I'm excited."...

...An usher came up and whispered in his ear. He leaned toward me and said, "Jack just told me we've turned hundreds away, the place is packed. Couldn't squeeze another person in here with a shoehorn." He left the stage, adding characteristically, "I'm not surprised."

But I was. I was astonished.



And the lesson of this story? The answer can be found in Matthew 17:20

Aloha e komo mai
Come join us for
local music, food & fun at

**St. John's By-the-Sea's
2006 Annual
Fundraiser Luau**

Saturday, May 6
He'eia State Park
Tickets: \$20/adult
(children free with adult)

Seating starts @ 4pm and 6pm

Get your tickets
now. just call
239-7198



Family Promise Update

04.13.06



Aloha All-

Monday April 24th will be our training date (at St. John's) for the Family Promise volunteers. This meeting will start at 5:00p.m. because it is a (2) hour meeting with a video presentation. I think we should do another pot luck for dinner. Kent Anderson will be there to facilitate our meeting.

I will announce it at church on Sunday or someone will...

Thanks to all of you- Tori

These elements would be St. John's discernment of who God calls us to be. One by one, the core elements of St. John's started to reveal themselves:

Love (aloha)

Hawaiian culture—pono, malama, mana

Service

Nurture

Rejoice

Ecstasy, joy, peace

Connection

Communion of saints

Reaffirmation

Worship

Commitment

This list, Penny and Liz explained, would be the basis of St. John's vision statement. While trying to find a way to put everything in a single sentence, Liz felt it might be a better idea to put this off until a later date so that the meeting wasn't slowed down.

By the end of the day, the group had completed a SWOT analysis of St. John's. SWOT is an acronym for the Strengths-Weaknesses-Opportunities-Threats that an organization would use to explore its realities. Strengths and Weaknesses refer to St. John's internal realities; Opportunities and Threats refer to its external ones. While it was a long day, everyone left in high spirits and certain of a positive future for St. John's. Everyone knew that more meetings would lie ahead.

3.12.06: Formulating St. John's Vision Statement and Facing the realities of St. John's Ministries

The next meeting had a smaller attendance simply because of people's schedules and not a waning in dedication. Lot, Penny, Dick, Phyllis, Tori, Bill, Leo and Rev. Liz were in attendance. By this time, Penny, Phyllis, and Liz had come up with a vision statement for St. John's entitled *Ko kakou Hokukula'a`ula*, which the group hammered out to read. (See page one)

Once we were satisfied with the draft of a mission statement, and had resolved to pass it out to the congregation for more feedback and approval, we turned to looking at the ministries of St. John's. ("Ministries" is here defined to mean any organized activity that adds to the totality of St. John's.) We listed all the ministries we could think of. After some discussion of them, we each voted for the ministries that it seemed to us we are most called to focus on as a church.

Although people voted for different ministries, there was a great deal of overlap, both in specifics and in general themes. They seemed to fall into several main categories: service to the community, worship and music, children and youth, hospitality, and pastoral care.

Having set a firm time limit for our meeting of two hours, we ended there. At our next meeting, we would reexamine the ministries, and the SWOT analysis, and begin to set goals.

Not surprisingly, everyone universally agreed that Family Promise was currently St. John's strongest suit in terms of growth. In the last few weeks of planning for Family Promise, it seemed that everyone wanted to jump in and contribute to the efforts. Word was that even the community along the peninsula was volunteering to help out. In previous years, there was a push to encourage our neighbors on the peninsula to become a more visible part of St. John's but there was a great reluctance for one reason or another. Somehow Family Promise seems to be a key to bringing people together...

The following is an e-mail Liz sent on March 26, regarding the Bishop's Committee's progress:

From : Liz Beasley
<LBeasley@episcopalhawaii.org**>**
Sent : Sunday, March 26, 2006 1:26 PM
Subject : First draft of goals

Aloha. The Bishop's Committee, or a portion thereof, just finished meeting, as a continuing part of our planning process. After examining the ministries that we wanted to focus on at our last meeting, at this one we started to set goals. We have drafted six goals. They are broad statements that we will then flesh out with specific objectives -- the what, who, when, and how of accomplishing these goals. However, before we started doing that, we want and need the feedback of the congregation. Please take a look at the attached document and respond to any member of the Bishop's Committee or to me with your comments or ideas.

*Mahalo, and many blessings,
Liz+*

GOALS

- 1. To create a worship service that meets the needs of our members and is faithful to our Vision (*Ko kakou Hokukula'a`ula*).**
- 2. To offer ministry to children and youth within and outside the church that provides Sunday school, that enriches experience with and knowledge of God's gifts to our World and exemplifies Hawaiian values, that deepens faith, and that expands the roles of children in St. John's worship and ministries.**
- 3. To establish a music ministry inclusive of the current choir that uses local vocal and instrumental talent and is exciting and nourishing to the spirit.**
- 4. To establish and support a hospitality ministry considerate of how visitors are welcomed and new members are incorporated.**
- 5. To offer a lay eucharistic ministry for people homebound by ailments and frailties.**
- 6. To nurture a ministry of outreach that will involve a majority of our congregation and allow us to share our experience with and knowledge of God's gifts.**

EPILOGUE: THE BISHOP'S COMMITTEE IS STILL DILIGENTLY MEETING TO HAMMER OUT AND FINALIZE ST. JOHN'S GOALS...

belated birthday announcement

Mahalo to Phyllis Chang for this birth announcement sent via e-mail to the Ho`oulu. (Note: Phyllis originally received this e-mail in February)



hospital within 30 hours. That was fast! Anyhow, all is going well and we thought we'd send some pictures out to all. The first picture is of Kahoku sleeping with his face "smashed" on the pillow. The second picture is with his brothers 'Eku (in red) and Ka'imi (in black). As soon as I get more pictures, I'll send them out.

*Aloha,
Kalei & Cheryl Chang*

"Can you believe it? Everything went well and we are extremely happy to have Baby back home. His name is Steadman Kahokukula'a'ula Chang. He was named after my Grandfather. His middle name translates to "The guiding star anchored in sacred spirit." We decided on calling him Kahoku.

Kahoku was born 09 FEB 06 (yes, I know I should of got this out earlier!). He was born 4 weeks early, but nonetheless, we were in and out of the



st. john's by-the-sea

calendar of events

04.15 St. John's Work day,
Saturday, 8am

05.07 Bishop Chang Visits
St. John's, Sunday



April/May 2006 Season of Lent through Easter Schedule

Date	Day	Event	Vicar	Emcee	Lay Reader	Acolyte	Usher	Altar Guild
9:30 am Sunday April 2	5th Sunday of Lent	Hawaiian Sunday Service	Rev. Liz and Fr. Charlie Hopkins	Nahoa	Mahi	Ke`alohi	Lokela	Jan Rensel and Ke`alohi
9:30 am Sunday April 9	Palm Sunday		Rev. Liz Beasley		Jack Ward	Sam	Rex	Emalia, Lyanne and Cheryl Holland
TBA Thursday April 13	Maundy Thursday							Leone, Renee and Lois Fogelstrom
TBA Friday April 14	Good Friday							Lois Murphy and Ruth
9:30 am Sunday April 16	Easter Sunday	Bishop Committee Meeting		Gene	Leo	`Akahi	`U'i	Jan Rensel and Ke`alohi
9:30 am Sunday April 23	2nd Sunday of Easter				Phyllis	Lokela	Kamaehu	Emalia, Lyanne and Cheryl Holland
9:30 am Sunday April 30	3rd Sunday of Easter				Penny	Julie		Leone, Renee and Lois Fogelstrom
9:30 am Sunday May 7	4th Sunday of Easter				Mahi	Ke`alohi	Lokela	Lois Murphy and Ruth

Mahalo for your steadfast stewardship at St. John's By-the-Sea.

Please kokua and call the office (239-7198) or write down any changes on the schedule to ensure its accuracy. The master schedule in the office will be the primary and official means of communication of when people serve. The above is subject to change, so please refer to the master schedule to confirm your dates of service.