

## Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE



**Wai'oli Hui'ia Church**  
**Hanalei, Kauai, Hawaii**

**Full-Time Pastor**

**Hawaii Conference (HCUCC)**  
**Kauai Association (KAUCC)**

[Validation Date]

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

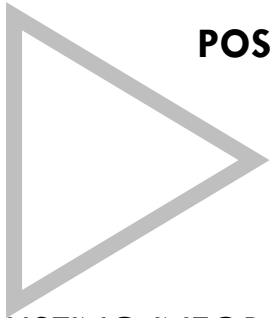
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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**Church name:** Wai`oli Hui`ia Church

**Street address:** 5-5363A Kuhio Hwy. (PO Box 231), Hanalei, HI 96714

**Supplemental web links:** [www.hanaleichurch.org](http://www.hanaleichurch.org)

**Additional ecumenical affiliations:** Kauai Council of Hawaiian Congregational Churches

**Conference:** Hawaii Conference UCC (HCUCC)

**Association:** Kauai UCC Association (KAUCC)

**UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):**

Kahu Richard Kamanu

Associate Conference Minister

808-537-9516, ext. 633

[RKamanu@hcucc.org](mailto:RKamanu@hcucc.org)

**Summary Ministry Description:**

Residing in the legacy of the past and situated in a most unique and inspiring setting, by God's grace, Wai`oli Hui`ia Church stands ready to proclaim the Gospel of Jesus Christ and is dedicated unto the glory of God. To be Biblical is the basis of all that we do.

We are defined by our Hawaiian heritage. Our style of worship embraces our *Hawaiianess* which is based in our Hawaiian and Missionary cultural roots. Incorporating the Hawaiian language into our service and music is a vital part of our worship.

Our membership is small but we are deeply committed to our church now and for the future. We want to grow. It is our desire to increase our youth, expand our children's Sunday School and Adult Studies, engage our many Sunday visitors from all over the world, unite our Hawaiian community once again with Wai`oli Hui`ia Church, and extend our community involvement.

We are seeking a pastor who is able to provide strong leadership in blending our local members, visitors, youth and new members; a pastor who is willing to work closely with our Executive and Deacon Boards in all that we do, and a pastor who delivers the message of Jesus Christ in a stimulating, challenging personal way each Sunday.

Together, with our new pastor, we want to make achievable goal-setting decisions on what can best be accomplished by our congregation based upon the prayerful discernment of God's direction for Wai`oli Hui`ia. We want to create an atmosphere that welcomes the introduction of fresh ideas necessary to achieve our goals in accordance with God's plan. We are looking forward to an exciting journey dedicated to the Glory of God!



## Photographs:



**What we value about living in our area:**

Wai`oli Hui`ia Church has a long history of both Hawaiian and Missionary Christian roots dating back to 1834 in Hanalei, Kauai, Hawaii. Kauai, and Hanalei in particular, has been described as one of the most beautiful places on earth. As such, the area has become a tourist destination over the years. This appears to be a continuing trend in modern times. Our little town is now economically based on the tourist industry and this is reflected each week in our church where visitors make up the majority of our congregation.

**Current size of membership:**

We currently have 45 members, 54 associate members, and on any given Sunday approximately 60-80 vacationing visitors.

**Languages used in ministry (*other than English*):** Hawaiian

**Position Title:** Full-Time Pastor

**Position Duration:**

Settled – a called position intended for longer-term ministry in which the pastor moves church membership to the congregation and moves standing to related association

**Compensation Level:** Full Time

**Does the total support package meet conference compensation guidelines?** Yes

**SCOPE OF WORK**

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Wai`oli Hui`ia Church seeks a full-time Pastor. The Scope of Work is based upon past and current needs and may be mutually modified as the church transitions.

The position includes the following responsibilities:

- Lead and preach in the congregation's worship services, including the celebration of Holy Communion, working closely with the Board of Deacons.
- Administer church business and oversee the church staff.
- Work with the congregation's governing body and its program committees.
- Oversee the preparation of worship bulletin and newsletter.
- Officiate at weddings, vow renewals, funerals/memorials and baptisms/dedications, adhering to Wai`oli Hui`ia's designated policies.
- Visit members who are hospitalized, homebound, and in nursing facilities.
- Provide counseling and make appropriate referrals.
- Attend Hawaii UCC and KAUCC Clergy Fellowships, and other pastoral community involvement.

**Core Competencies:**

1. Honest and trustworthy
2. Thoughtful and pastoral
3. Passionate about reaching young people and young families

These three competencies summarize the top strengths necessary in our new pastor as identified in the Wai`oli Hui`ia Church Congregational Survey (Nov. 2017).

**COMPENSATION AND SUPPORT**

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**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Salary: \$ Negotiable

**Benefits:**

- Parsonage provided (including electricity & water utilities)
- Car Allowance
- Social Security Off-Set at 7.65%
- UCC Retirement Annuity (14% of salary and housing)
- Health/Dental/Disability (UCC Health, Dental and Disability Benefits)
- Travel Reimbursement – For pastor to attend church meetings that are required
- Meeting Expense Reimbursement

**What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?**

Wai`oli Hui`ia Church Parsonage

**Comment on the residential/commuting expectations for your next minister.**

The church parsonage is on the church property.

**Describe peer and professional supports available for ministers in your association/conference:**

The Hawaii Conference UCC offers several support opportunities for ministers. There are regular meetings of UCC clergy on Kauai as well as meetings off-island. Other local ministers are a valuable resource, also.

**If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:**

We are seeking a Full-Time Pastor.

## **WHO IS GOD CALLING TO MINISTER WITH US?**

**Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.**

Our congregational survey delivered several very clear messages:

Most importantly, the people of Wai`oli Hui`ia Church want to continue having a deep theological basis from which the new pastor can help us grow in faith. We are committed to hiring an ordained pastor who knows the Bible, follows a more traditional form of service, appreciates the Hawaiian hymns, and can deliver an uplifting theologically sound sermon every Sunday that is suited to the diverse background of our congregation.

We would like a pastor who can attract young families and engage young people in interesting youth programs. Our congregation is concerned about the aging population of our attendees and would like to see more young families involved. While this is not an unusual trend in the United States, it is a trend that we would like our new pastor to help us change.

We feel it is part of our ministry to offer a place where our many visitors can feel God's presence while in Hawaii. Our survey confirmed Wai`oli Hui`ia's dedication to the visitors that come to us from all over the world, and strongly suggests we remain mindful of this ministry and increase our efforts to this section of our congregation. A substantial amount of Wai`oli Hui`ia's annual financial support comes from our visitors. We know that just because people visit paradise for a short time does not mean they leave their troubles at home. Many of our visitors tell us that Wai`oli Hui`ia Church provides them an important place for support and hope. We invite our new pastor to think creatively about how Wai`oli Hui`ia can improve our efforts for this important group to make our home their 'home away from home' while they are here. A frequent suggestion from our survey responses was to include better electronic communications. This is an area of great opportunity and importance.

In addition to ministering to our visitors, another strong message from the survey responses was the desire to have more of our local Hawaiian families come back to the church. Wai`oli Hui`ia



is proud of our Hawaiian history and we want to work together with our pastor to grow a deep feeling of community and to create a thriving church that includes our local families of Hawaiian heritage.

Our pastor will need to maintain solid financial controls and be supportive of Wai`oli Hui`ia's fundraising programs that are selected and approved by the Executive Board. Our historic church buildings require constant maintenance and many repairs. This is an ongoing ministry that requires constant financial support.

Our pastor needs to be comfortable with technologies and social media. The pastor will help us to embrace technology while respecting our traditions. We are looking to see what a new digital age may do to enhance and enrich our lives.

In summary, while we embrace traditions, we do not want to remain where we are today. Our Wai`oli Hui`ia Church community is warm, kind, generous, theologically sound, and Hawaiian in tradition. We would like a new pastor who can maintain these qualities while bringing fresh ideas and energy towards growing our church, bringing in more young people, ministering to our visitors and local families, getting the congregation involved in the community, and building the financial resources required for a thriving church community while guiding us into the digital age on an exciting journey.

**Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.**

There are opportunities to meet people and engage with the local community through social events and activities and offering adult studies programs, to name a few. One opportunity that has not previously been explored is to reach out to our young families and visitors through social media to inform them of events and activities. Becoming more directly involved in the community will not only provide support for our neighbors but will also help us grow our congregation which will in turn allow us to be even more supportive to our community.

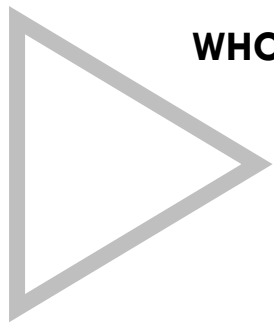
**Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.**

English is the common language, however, because Wai`oli Hui`ia is a church proud to have its roots in its historic missionary-driven past, we also incorporate the Hawaiian language into our worship service and music.

**Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The***

***Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.**

1. Devotion to the Word of God as revealed through the Scripture and Christian traditions.
2. Commitment to lifelong spiritual growth and practice, individually and in community.
3. Ongoing demonstration of commitment to the UCC.
4. The ability to preach the good news, lead worship and participate in the sacraments in a manner faithful to the broader Christian heritage and appropriate to the characteristics of a specific culture and setting.



### **WHO IS GOD CALLING US TO BECOME?**

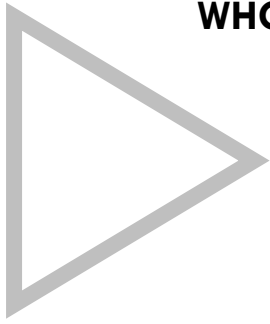
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

### **Who is God calling you to become as a congregation?**

Many respondents to our congregational survey emphasized that they believe God is calling us to be a vibrant community, growing our connection to our local community, young families, and visitors that come from all around the world. There is a strong sense of commitment to maintain and preserve our historic buildings which are loved by our members, visitors, and local community.

### **Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.**

Wai`oli Hui`ia Church has a small and aging congregation. The most frequently mentioned challenge is attracting more young families. Our members, families and friends have enjoyed special events and activities with interaction across generations. We have also helped organize a local fishing tournament in order to engage with the local community, ending with a luau enjoyed by all. Organizing these events takes time and energy and is a challenge to our small aging membership.



## WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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### **Describe your congregation’s life of faith.**

Wai`oli Hui`ia Church Covenant:

The members of Wai`oli Hui`ia Church covenant with God to be His children, accepting the rule of life, “Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy might,” and the teaching of Jesus, “Thou shalt love thy neighbor as thyself.”

We accept the Bible as our authority and source for understanding the acts of God amongst humanity, the life of our Lord and Savior, Jesus Christ, and our understanding of what the church has been called to be.

Standing before God, we freely enter into covenant with each other to be his servants in the service of humanity through the church. We promise to love our own and all outside our fellowship to whom God may send us or who may come seeking our help. We further covenant to support the church of our Jesus Christ in all its purposes of salvation for everyone; to attend its services and its sacraments; to share in its works of love at home and abroad, and to further its purpose to be a reconciled and reconciling community; God being our helper.

### **Describe several strengths or positive qualities of your congregation.**

The congregation of Wai`oli Hui`ia believes that their strongest virtue is sharing aloha with each other, our community, and the many visitors that fill our pews each Sunday. Our location as “the Little Green Church in the Heart of Hanalei” is a very special place. Visitors frequently stop to take photos, wander around the property or just sit and reflect.

Our congregation is committed to maintaining our historic buildings as a beautiful tribute to our missionary and Hawaiian heritage. Many people responding to our survey believe our location and historic buildings are some of our church’s most important strengths. The Wai`oli Hui`ia

congregation is hard-working and dedicated to the church and its community in helping to prepare a place for fellowship and worship every Sunday.

Our Hawaiian heritage is a strong positive quality. People appreciate that on Sundays they can worship God in a church that feels Hawaiian, sounds Hawaiian and values Hawaiian culture. They like singing the hymns, saying the prayers, and listening to the closing benediction in Hawaiian. We are a diverse group of people living in Hawaii whose church reflects our aloha for Hawaii.

People love our music! We love the ukuleles, the piano, and our small committed choir. Wai`oli Hui`ia has been blessed with dedicated musicians, music directors, hula and choral performers throughout the years. We would love to see the music at the church continue to grow.

Wai`oli Hui`ia Church is blessed with many strengths and gifts from God and the community.

**Describe what worship is like when your congregation gathers.**

Gathering every Sunday in one Worship Service at Wai`oli Hui`ia Church feels like a gathering of friends and family. Passages from the Bible are read in English and Hawaiian; the kahu [pastor] inspires us with thought-provoking sermons; and prayers and concerns are shared. Our service is in English but we maintain a connection to the island's Hawaiian heritage by singing hymns from **Na Himeni O Ka Ekalesia** [Hawaiian hymnal] with the *Gloria Patri* and *Doxology* in Hawaiian. English hymns are from the **Hymns for the Family of God** hymnal. Our kahu [pastor] closes the service with a benediction in Hawaiian followed by the English translation.

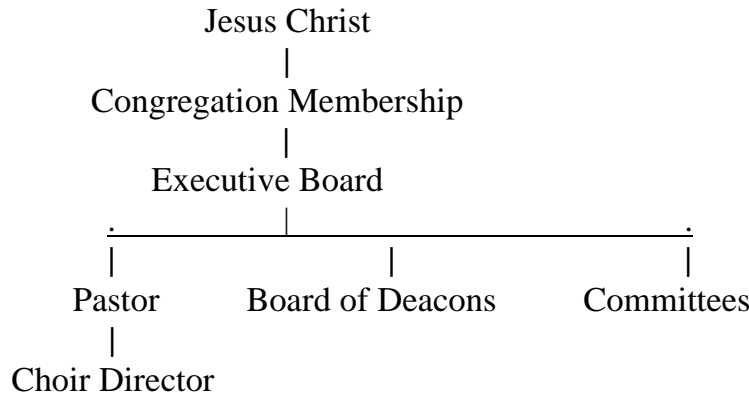
**Describe the educational program/faith formation vision of your church.**

Though our keiki [children] are few, they are precious to our congregation, and those who attend receive a rich experience. The teachers provide one lesson adapted to children of all ages. The children start in the regular service with their parents; the pastor provides a short Children's Time for *the young ones or young at heart* that frequently ties directly to the sermon topic that the pastor will be sharing with adults later in the sermon. The children then leave with their teachers for their Sunday School. Additionally, our children have experienced other cultures through sharing letters with children that they have sponsored through Compassion International for the past nine years.

Wai`oli Hui`ia is hoping to gain a pastor who has experience with youth programming and who can, with the Executive Board's approval, use his/her imagination, creativity and youthful energy to attract young families on the island and engage young people in interesting youth programs.

**Describe how your congregation is organized for ministry and mission.**

Organization Chart:



**When it comes to decision-making, how many hours are spent in meetings per month?**

- Congregational meetings: ½ - 1 hour, 2 times a year (State of the Church, Annual Mtg)
- Executive Board meetings: 1-2 hours, once a month
- Board of Deacons meetings: 1-2 hours, once a month (sometimes combined with Executive Board meetings)
- Other committees established for a specific purpose from time to time may meet as often as needed until the assigned task is completed (i.e. Church Preservation Restoration [CPR], Pastoral Search Committee, other specific event or fundraiser committees)

NOTE: A small group of people fulfills the many decision-making roles in Wai`oli Hui`ia. We often “wear many hats” to maintain the church spiritually and physically. Our new pastor will help us to grow this core group.

**Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?**

- Phone calls and/or text messages to people who can help.
- If immediate response is required, the task is done by those available. This is usually organized by the Pastor or a member of the Executive Board.
- If crisis intervention is long-term, the Pastor and/or Deacons and/or Executive Board helps to organize a response.

**Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance?**

Yes – A copy of the Wai`oli Hui`ia Church Bylaws, policies and Annual Report are available upon request.

# 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)



## UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	140310	Schedule:	0	Wai'oli Hui'ia UCC	Hanalei	HI	96714			
Assoc:	188									
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2006	86	125	7	0	0	0	0	0	0	
2007	89	125	7	0	0	0	0	0	0	
2008	89	125	22	0	4	4	2	3	3	
2009	92	125	25	0	3	0	0	0	3	
2010	92	125	25	0	0	0	0	0	0	
2011	88	130	32	0	2	0	6	0	-4	
2012	84	135	32	1	0	0	5	0	-4	
2013	55	125	22	0	1	0	1	30	-30	
2014	42	125	27	0	0	4	3	14	-13	
2015	38	125	22	0	6	0	2	8	-4	
2016	37	125	22	0	0	0	1	0	-1	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$111,855	\$0	\$400	\$2,314	\$2,714	\$0	\$2,714	0.36	\$114,569	\$0
2007	\$111,855	\$0	\$0	\$1,502	\$1,502	\$0	\$1,502	0.00	\$113,357	\$0
2008	\$143,196	\$0	\$900	\$3,359	\$4,159	\$2,762	\$6,921	0.56	\$150,117	\$81,966
2009	\$130,305	\$0	\$500	\$2,670	\$3,170	\$1,600	\$4,770	0.38	\$135,075	\$83,357
2010	\$130,305	\$0	\$500	\$1,234	\$1,734	\$0	\$1,734	0.38	\$132,039	\$0
2011	\$132,131	\$0	\$1,386	\$3,418	\$4,804	\$895	\$5,699	1.05	\$137,830	\$82,896
2012	\$173,706	\$0	\$629	\$4,312	\$4,941	\$945	\$5,886	0.36	\$179,592	\$83,303
2013	\$129,259	\$0	\$3,158	\$7,070	\$10,228	\$1,784	\$12,012	2.44	\$141,271	\$159,506
2014	\$134,557	\$0	\$2,861	\$3,241	\$6,122	\$2,366	\$8,488	2.14	\$143,045	\$142,325
2015	\$154,497	\$88,853	\$4,152	\$3,201	\$7,353	\$14,782	\$22,135	2.69	\$265,485	\$102,301
2016	\$168,960	\$14,355	\$5,235	\$3,061	\$8,296	\$8,592	\$16,888	3.10	\$200,203	\$104,733
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2011-2016	-57.95	-3.85	-31.25	-100.00	-83.33	27.87	72.69	45.25		
2006-2016	-56.98	0.00	214.29	0.00	0.00	51.05	205.67	74.74		

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.



## CONGREGATIONAL DEMOGRAPHICS

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### Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	45	
Number of active non-members:	20	√
Total of church participants (sum of the numbers above):	65	√

### Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	50%	√
Less than 10, more than 5 years:	23%	√
Less than 5 years:	27%	√

### Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
3	3	2	4	2	6	12	25	13	√

### Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6%	√
Joint household with minors:	7%	√
Single adults age 35-65:	8%	√
Joint household with no minors:	70%	√
Single adults over 65:	9%	√

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	√
College:	64%	√
Graduate School:	13%	√
Specialty Training:	5%	√
Other (please specify):	0%	√

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	65%	√
Adults who are retired:	30%	√
Adults who are not fully employed:	5%	√

**Describe the range of occupations of working adults in the congregation:**

Of the working members of Wai`oli Hui`ia Church, we have contractors, consultants, teachers/education, counselors, musicians/entertainment, farmers, restaurant/food, fitness instruction, salespeople, lawyers, medical/nursing, bookkeeping, florists, and supply representatives. They include the visitor, agricultural, retail, small business and professional industries. Our retired members also have backgrounds in these industries. Our visitors come from a variety of backgrounds from around the country and from around the world.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?**

7% Hawaiian, 3% Asian, 90% Caucasian

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:**

Wai`oli Hui`ia Church is not aware of the *Welcoming Diversity Inventory* resource and does not currently have plans to hold a conversation about it. Wai`oli Hui`ia is a traditional congregation with strong Hawaiian and missionary roots. We love all God’s children. We accept the Bible as our authority and source for understanding the acts of God among humanity, the life of our Lord

and savior, Jesus Christ, and our understanding of what the church has been called to be. We believe that the Bible teaches that marriage is limited to the union between one man and one woman.

## PARTICIPATION AND STAFFING

**Complete the following chart. Please leave blank any fields that are not applicable to your congregation.**

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	10	Pastor, Deacons
Baptisms ( <i>number last year</i> )	3	Pastor
Children's Groups or Classes	6 (varies)	Sunday School Teachers
Christmas Eve and Easter Worship	450	Pastor, Choir Director, Deacons
Church-wide Meals	10	Pastor, Deacons
Choirs and Music Groups	11	Pastor, Choir Director
Church-based Bible Study	10	Pastor, Deacons
Communion ( <i>served how often?</i> )	Monthly	Pastor, Deacons, Lay Leaders
Community Meals	30	(Hanalei School Teachers' 'Welcome Back' Luncheon) Pastor, Deacons
Confirmation ( <i>number confirmed last year</i> )		
Drama or Dance Program	Hula (periodically)	Pastor, Choir Director
Funerals ( <i>number last year</i> )	6	Pastor, Choir Director, Deacons
Intergenerational Groups	Per Event(s)	Pastor, Exec. Board, Deacons
Outdoor Worship	30	(Easter Sunrise Service) Pastor, Choir Director, Deacons
Prayer or Meditation Groups	Per Event(s)	Pastor, Exec. Board, Deacons

Public Advocacy Work		
Retreats	Per Event(s)	Pastor, Exec. Board, Deacons
Theology or Bible Programs in the Community		
Weddings ( <i>number last year</i> )	20	Pastor
Worship (time slot: <u>10:00am</u> )	125	Pastor, Deacons
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).**

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Stan Hankins	4-Way	Ambassadors for Christ	Evangelist	N

**If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:**

Stan Hankins: Ambassadors For Christ, International Evangelist, resides in Honolulu.  
Holds his membership in our congregation.

**List all current staff, including ministers. Exclude the position you are seeking to fill.**

**Indicate which staff person serves as head of staff:**

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Church Secty/ Admin Assistant	No	Part-Time	Pastor	Recent Hire
Accountant	No	Volunteer	Exec. Board	7 years

## REFLECTION

**Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?**

Wai`oli Hui`ia Church is considered the "Little Green Church in the Heart of Hanalei." Hanalei is on the Northshore of Kauai and attracts tourists year-round. There are also significant numbers of part-time residents that come to the Princeville resort area, Hanalei and other small communities and consider Wai`oli Hui`ia their 'church home' while they are on-island. Our attendance every week is comprised of tourists, part-time residents and our small local membership.

We do our best to serve God and our community, yet we would like to have more local Hawaiian families as regular attendees. We especially would like more young families with children to worship with us. Most of the members and regular attendees volunteer in some capacity throughout the year in services such as ushers, flowers for the service, maintenance, and clerical to name just a few. As with every `ohana [family], the busy work can overwhelm the pastor and volunteers of Wai`oli Hui`ia, leaving little energy for other ministries. We look forward to a new pastor coming and working with our Executive Board in evaluating how we currently operate, streamlining our work, exploring new ways to raise funds, and developing new (or strengthening existing) ministries of the church.

## CHURCH FINANCES

**Current annual income (dollars used during most recent fiscal year) - 2017**

Source	Amount
Annual Offerings and Pledged Giving	\$140,064
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 0

Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$ 0
Fundraising Events	\$ 44,634
Gifts Designated for a Specific Purpose	\$ 0
Grants	\$ 0
Rentals of Church Building	\$ 0
Rentals of Church Parsonage	\$ 0
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$ 0
Transfers from Special Accounts	\$ 0
Other (specify): Unrealized Gain on Investments	\$ 27,565
Other (specify):	\$ 0
<b>TOTAL</b>	<b>\$212,263</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):** \$163,564

See Appendix A – Treasurer’s Report

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 43%

**Has the church ever failed to pay its financial obligations to a minister of the church?** No

**Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?** Yes

- ☒ Our Church’s Wider Mission (OCWM – Basic Support)
- ☒ One Great Hour of Sharing
- ☒ Strengthen the Church
- ☒ Neighbors in Need
- ☒ Christmas Fund

**In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)**

The Executive Board sets the level of support. Currently, we give 50% of the offerings collected during regular worship service on the first Sunday of each quarter.



**What is the church's current indebtedness?**

Wai`oli Hui`ia Church has no current indebtedness, however, due to possible future restoration/renovation needs, it may be necessary for the church to consider borrowing funds.

**If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.**

Wai`oli Hui`ia Church's historic buildings require constant maintenance and restoration. Years of moisture, rain and salt air constantly take their toll on our Sanctuary, Mission Hall (the oldest surviving church building on Kauai), and Church Office buildings. Presently, we are faced with the reality that without taking major renovation measures, our rapidly deteriorating historic buildings will not survive as places to gather and worship for future generations.

With specific grants and generous donations to our ongoing Church Preservation Restoration (CPR) fundraising campaign, we are addressing our most pressing projects. Our next phase is to assess restoration needs of the Mission Hall's wood plank flooring and our Sanctuary's interior.

**If the church has had capital campaigns in the last ten years, describe: (NONE)**

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

**If a capital campaign is underway or anticipated, describe: (NONE)**

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

**Does your church have an endowment?** Yes, Invested with Hawaii Conf Foundation (HCF)

**What is the market value of the assets?** 12/31/17 = \$486,000

**Are funds drawn as needed, regularly, or under certain circumstances?**

Wai`oli Hui`ia Church has not had a need to draw on its endowment.

## Other Assets:

**Reserves (savings):** \$ 100,000 (CD)

**Investments (other than endowment):** \$ N/A

**Does your church have a parsonage?** Yes

**Fair market rental value of the parsonage:** \$12,000 per year, estimate

**How is the parsonage used?** Pastor's residence (*See Note*)

*Note:* Parsonage is connected to Church Office. Current church office was the original parsonage building. In the 80's a new structure was added onto the church office, connected by an enclosed breezeway, to serve as the new parsonage.

**Street / City / State / Zip:** 5-5363A Kuhio Hwy, Hanalei, HI 96714

**Finished square footage:** 1,100 sf + detached garage + Guest BR/Bth in attached Office

**Number of Bedrooms, Number of Bathrooms:** 2BR/2Bth + Guest BR/Bth in attached Office

**Assessed real estate value:** \$692,600 (exempt)

**Available for minister residence:** Yes

**Expected minister residence:** Yes

**Condition of structure, systems and appliances:** Average for the area.

**Entity in the church responsible for review and needed repairs:** Exec. Board

## Describe all buildings owned by the church:

- Wai`oli Hui`ia Church sits on approximately 4.4 acres of prime land in the heart of Hanalei Valley. The site is listed in the National Register of Historic Places, having been established in 1834 by Congregational Missionaries. There are three separate buildings:
  - o Sanctuary Bldg, known affectionately as "the little green church in the heart of Hanalei"
  - o Mission Hall – oldest church building on the island – with attached kitchen and restrooms.
  - o Church Office and Parsonage – connected by an enclosed breezeway.
- Property: Wai`oli Hui`ia owns an undeveloped parcel of land in the `Anini area.

**Describe non-owned buildings or space used or rented by the church:** N/A

**Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*):**

The Sanctuary's worship space and ADA restroom have ramps for wheelchairs.

**Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?**

Our fiscal year operates from Jan. 1 – Dec. 31. The church treasurer works with the Pastor, deacons and the Executive Board to prepare a budget in October of each year. The draft budget is presented to the Executive Board for review and adjustment in October; then it is presented to the Congregation for approval in November for implementation on Jan. 1.

The Executive Board of Wai`oli Hui`ia Church reviews and adjusts its budget annually to reflect changes. Just as on the mainland, the economy affects the budget. When the economy suffers, there may be a downturn in our income but when the economy prospers our income increases – all largely driven by tourism and service industries.

## **HISTORICAL INFORMATION**

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**Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.**

<u>Event</u>	<u>Year</u>
1. Tsunami (tidal wave) that united Wanini and Haena churches	1946
2. Full-time ministry (after 25+ years of interims.	1979
3. 150 <sup>th</sup> anniversary of Wai`oli Hui`ia, 1834-1984.	1984
4. Devastation of Kauai by Hurricane `Iniki (September 11 <sup>th</sup> ).	1992
5. Rededication of church buildings.	1994
6. 175 <sup>th</sup> anniversary of Wai`oli Hui`ia, 1834-2009.	2009

**Describe a specific change your church has managed in the recent past.**

Wai`oli Hui`ia Church used to offer a mid-week Religious Education (RE) class to elementary age children in the community. The program was successful through a cooperative arrangement with the elementary school which is located nearby. The program ended due to lack of participation from the students when the elementary school ended their cooperation.

**Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.**

The leadership and members of Wai`oli Hui`ia seek to treat each other with dignity and respect regardless of individual views during conflict. In the event of conflict, we seek guidance from our deacons, Executive Board and pastor; approaching conflict with prayer and striving for consensus on resolution.

**Ministerial History** (*include all previous ministerial staff for the past 30 years*)

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Stan Hankins	1985-1996	Yes
Rev. Stephen Thompson	1998-2001	No
Rev. Alpha Goto	2004-2017	Yes

**Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:**

Wai`oli Hui`ia embraces its Hawaiian and Missionary cultural roots; our members are committed to preserving our heritage. We work best with a pastor with traditional values who appreciates our history and can relate to our local members, visitors and youth, as well as to the local community.

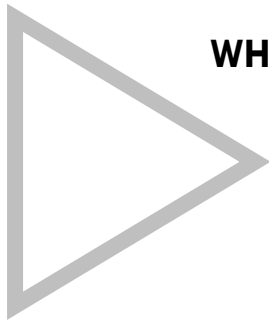
**Has any past leader left under pressure or by involuntary termination?**

Ask us – Rev. Stephen Thompson was involuntarily terminated in 2001. Issues that contributed to the termination were: Conflict, inadequate performance, pastoral style inappropriate for this church, ethical issues, and others. The conflict was divisive, and we lost members over the conflict. The painful experience has been worked through and we have learned from the experience.

**Has your church been involved in a Situational Support Consultation?**

Ask us – Wai`oli Hui`ia Church reached out to the Hawaii Conference UCC for guidance and direction during the conflict situation with Rev. Stephen Thompson.

**Has a past pastor been the subject of a Fitness Review while at your church?** No.



## WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

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#### **How do the relationships and activities of your congregation extend outward in service and advocacy?**

Though our current membership may be small and aging, we are committed to offering a place where the local community as well as tourists from around the world can feel God's presence during worship and enjoy fellowship with each other and with our church `ohana [family]. Our Sunday School keiki [children] have participated in Compassion International for nine years by sponsoring children from the Philippines and Thailand. Through letters to and from their sponsored children, they are sharing God's love. Members of Wai`oli Hui`ia have provided financial support in situations of natural disasters through donations to Hawaii Conference UCC.

#### **Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).**

A Wai`oli Hui`ia Church layperson currently serves on the Kauai Council of Hawaiian Congregational Churches. The Wai`oli Hui`ia Moderator, Treasurer and other members have attended the Hawaiian Island's Ministry (H-I-M) Conference for several years. The Treasurer attended a Hawaii UCC Conference leadership training session in 2016. The choir has regularly been involved in the fellowship and sharing of music at the `Aha MokuPuni gatherings of Kauai's UCC churches. Our pastor will be expected to be involved in meetings, conferences, and training sessions at the Association and Conference levels.

#### **Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

- ☐ Accessible to All (A2A)
- ☐ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☐ God Is Still Speaking (GISS)

- ☐ Border and Immigrant Justice
- ☐ Inter-cultural/Multi-racial (I'M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☐ Open and Affirming (ONA)

☐ WISE Congregation for Mental Health  
☐ Other UCC designations:

☐ Designations from other denominations  
☒ None

**Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?**

This may be an area of exploration and opportunity for our new pastor to pursue with us.

**Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).**

Wai`oli Hui`ia participates in a variety of Kauai and Hawaii events including Kauai Association UCC's semi-annual `Aha Mele, sharing music and fellowship with other Kauai Association UCC churches, Various UCC leadership workshops, Kauai Island Ministries' Annual Mayor's Prayer Luncheon, and Hawaii Island Ministries' (H-I-M) annual conference, just to name a few.

**If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.**

While Wai`oli Hui`ia does not have a Mission Statement per se, we incorporate the Hawaiian culture into our services and into our actions. Through our aloha [love] and fellowship, we share our character to our community and to our visitors through Hawaiian music, church hula, and various church activities and community events to reach out to our local communities.

**Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?**

It is expected that our new pastor will work with our Executive Board to help Wai`oli Hui`ia be a vital part of the community. Involvement in Kauai Association UCC and other community organizations and efforts, with approval with the Executive Board, is part of the pastor's scope of work.

## **MISSION InSite**

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**Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?**

The State of Hawaii includes seven main inhabited islands with a total population in 2015 of about 1.43 million people. Oahu, the island on which Honolulu is located, is the most urbanized island and has about 70% of the state population. The other inhabited islands are much less urbanized.



Kauai is geologically the oldest of the main Hawaiian Islands, the third largest in size, and is known as the Garden Isle. The island has an area of 562.3 square miles and a population of about 67,000. Kauai County includes the island of Ni'ihau and has a Mayor and County Council system of local government. There are no local government units smaller than the county. There is a single public-school system in Hawaii governed by a state level board and department of education.

According to the QuickInsite report our local community population, also known as the Northshore of Kauai, has a full-time population of approximately 4,800. The community is considered a moderately diverse area with white Caucasians being the dominant ethnic group. Our neighboring communities include a slightly higher proportion of Hawaiian/Pacific Islander and Asian ethnicities.

The general level of education for adults 25 and older is high with a large percentage of high school and college graduates. The median family income level, compared to the state overall, indicates that approximately 91% of the population on the Northshore of Kauai are living above the poverty level. The Northshore is generally perceived as an affluent community, especially when noting the soaring costs of real estate, however, the comparison does not reflect the significant economic variance ranging from the homeless camping out in the Kalalau Valley to the part-time celebrities living in secluded estates.

The report reflects that over the next 10 years, our community population is expected to see moderate population growth with significant growth in school age children. One significant area that the QuickInsite report does not address is the impact of tourism and part-time residents on our local community. Since tourism on the Northshore of Kauai is year-round, visitors from around the world and part-time residents are an integral part of Wai'oli Hui'ia's ministry.

**How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?**

Wai'oli Hui'a Church's internal demographics compare closely to the surrounding community. There are permanent residents, part-time residents and vacation rental tourists, and on any given Sunday, Wai'oli Hui'ia will see a diverse group of people, young and old, in attendance.

**How are the demographics of the community currently shaping ministry, or not?**

Currently, the church's ministry is primarily focused on providing spiritual guidance and inspiration during Sunday Worship Services and various fellowship events open to all in the community, whether they be local residents, part-time residents, or world travelers. We do reach out to the community with a variety of events throughout the year, such as Malihini [Visitor] Luncheon to celebrate our visitors, Back-to-School Luncheon for the Hanalei Elementary School teachers, support of the Northshore Fishing Tournament and Luau,

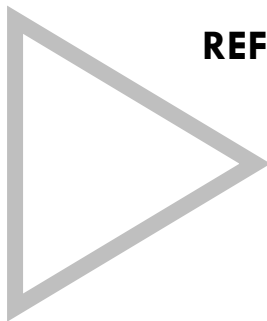
Christmas caroling in the back of a decorated slat-board truck through Hanalei town, self-guided Stations of the Cross devotional, Easter Sunrise Service and Breakfast. Wai`oli Hui`ia has also supported and participated in a variety of other festivals and events held in the community.

**What do you hear when you talk to community leaders and ask them what your church is known for?**

Leaders in our community tell us that Wai`oli Hui`ia is known to be a church that has services in Hawaiian and English and welcomes everyone no matter what their religious affiliation. They tell us that they appreciate the opportunities to share fellowship and fun with our church family with Bingo nights, Skit nights, Christmas caroling, Easter breakfast, fellowship meals, etc.

**What do new people in the church say when asked what got them involved?**

Love of Wai`oli Hui`ia Church and its members! Love and Jesus are always very evident in everything involving Wai`oli Hui`ia. There is a strong feeling of ‘Aloha’ in the joyful sharing of lives.



**REFERENCES**

***REFERENCE LETTERS ARE ATTACHED***

**REFERENCE 1**

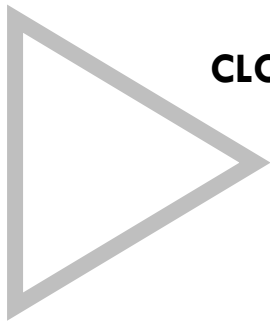
Name:	Debra Drayton	Position:	Princeville Utilities
Email:	rick.debra@hawaiiantel.net	Setting:	Local community
Relationship to the Congregation: Friend, not a member of Wai`oli Hui`ia Church.			

**REFERENCE 2**

Name:	Paula and Denton Holland	Position:	Retired
Email:	pbholland2010@hotmail.com	Setting:	Local community
Relationship to the Congregation: Friend, not a member of Wai`oli Hui`ia Church.			

**REFERENCE 3**

Name:	Charlie Elsasser	Position:	Retired
Email:	cfewhe@aol.com	Setting:	Local community
Relationship to the Congregation: Friend, not a member of Wai`oli Hui`ia Church.			



## CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

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Proverbs 3:3-6

Let love and faithfulness never leave you;

Bind them around your neck,

Write them on the tablet of your heart.

Then you will win favor and a good name in the sight of God and man.

Trust in the Lord with all your heart and lean not on your own understanding;

In all your ways acknowledge him, and he will make your paths straight.

Our dear Lord and Father,

We seek your guidance as we search for a new pastor who exhibits Christ-like character both publicly and privately. We pray for unity among the search committee as we review and discuss potential pastoral candidates. We put our trust in you and ask for discernment that we find the pastor that will deepen our understanding of you and will be a shepherd to our church members. We pray that our members will grow in the wisdom and knowledge of Christ with the future pastor's leadership. We also pray for mutual respect and humility between our church members and our future pastor. Help us Lord to remain humble and not be anxious and to trust that you will make it unmistakably clear to us as to who our future pastor will be.

*Mahalo Ke Akua ... Amene*

## STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new pastor for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)
  - Wai`oli Hui`ia Church's Executive Board and Search Committee.
  - Our congregation as a whole – (Church members and non-members).
  - Community and non-community members outside our church family.

2. Additional comments for interpreting the profile:

Signed:



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Name: Susan Ferrell

Title: Chairperson, Wai`oli Hui`ia Church Search Committee

Date: March 29, 2018

## VALIDATION BY CONFERENCE/ASSOCIATION

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The congregation is currently in good standing with the association / conference named.

Staff Comment: Wai`oli Hui`ia Protestant Church, UCC is in good standing with the Kauai Association UCC and the Hawaii Conference UCC.

To the best of my knowledge, ministerial history information is complete.

Staff Comment: To the best of my knowledge the information on the ministerial history information is complete.

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: To the best of my knowledge the church's financial information is presented thoroughly.

My signature below attests to the above three items.

Signature:

Name / Title: Rev. Richard K. Kamanu, Associate Conference Minister

Email: rkamanu@hcucc.org

Phone: (808) 791-5633

Date: April 5, 2018

**UNITED CHURCH**  
OF CHRIST





This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*“Jesus answered them, ‘Have faith in God!’” – Mark 11:22*

**APPENDIX A–Treasurer’s Report (Balance Sheet and Operating Fund – Actual vs. Budget)**

Wai`oli Hui`ia Church  
PO Box 231  
Hanalei, HI 96714

Balance Sheet  
As of December 31, 2017

ASSETS:

Checking – Bank of Hawaii	172,355
Savings – Bank of Hawaii CDs	100,000
Endowment – HI Conf Foundation (Book Value)	<u>390,346</u>
TOTAL ASSETS	<u>662,701</u>

LIABILITIES AND EQUITY:

Liabilities:

Payroll Related Liabilities	541
Grant Funds Designated	<u>15,000</u>
Total Liabilities	14,983

Equity:

Operating Fund	<u>647,160</u>
Total Equity	647,160

TOTAL LIABILITIES AND EQUITY	<u>662,701</u>
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Wai`oli Hui`ia Church  
PO Box 231  
Hanalei, HI 96714

Operating Fund – Actual vs. Budget  
For the Year Ended Dec. 31, 2017

	<u>ACTUAL</u>	<u>Budget</u>
REVENUES:		
Offerings:		
Benevolence	0	2,000
Calabash (Loose Plate)	116,339	105,000
Interest Income	98	80
Missions	1,379	0
Rites	4,900	8,000
Special Gifts	10,141	12,000
Misc. Offerings	<u>7,207</u>	<u>6,400</u>
Total Offerings	140,064	133,480
Fundraiser Events/Programs:		
Notecards, Logo Items	5,210	4,200
Church Preservation Restoration (CPR)	37,520	16,000
Other	<u>1,904</u>	<u>0</u>
Total Fundraiser Events/Programs:	44,634	20,200
TOTAL REVENUES	<u>184,698</u>	<u>153,680</u>
EXPENSES:		
Operating Expenses:		
Administrative Expenses	35,301	32,750
Facilities and Equipment	16,039	23,500
Payroll Related Expenses	6,926	10,765
Programs and Other Expenses	27,967	21,850
Clergy Salary and Benefits Expenses	68,585	70,299
Travel and Conferences	<u>3,297</u>	<u>4,400</u>
Total Operating Expenses	158,115	163,564
Fundraiser Events/Programs Expenses	<u>10,912</u>	<u>0</u>
TOTAL EXPENSES	<u>169,027</u>	<u>163,564</u>
NET OPERATING INCOME/(LOSS)	<u>15,669</u>	<u>(9,884)</u>

UNREALIZED GAIN ON HCF FUNDS	<u>27,565</u>	<u>9,884</u>
NET INCOME	<u>43,234</u>	<u>0</u>

Appendix A – Pg 2 of 2

# REFERENCE #1:

02/11/18

To Whom It May Concern:

Wai`oli Church has been a significant part of my life from getting married by Reverend Herbert Kelsey in 1982, renewing our vows many years later, attending church and occasionally dropping by for bingo, Christmas caroling and other events.

Stan Hankins was the kahu [pastor] when I attended Wai`oli Church on a full-time basis. I was hungry for and fed by his straight from the Bible ministry . . . no fluff and no ‘what do you want to hear and I’ll deliver’ kind of sermons. His sermons inspired, provoked and challenged. He knew his members, made all that entered his doors welcomed and was involved with the community.

Having been through one of Wai`oli Church’s darkest hours involving a subsequent kahu and some church members, the following are observations of what should work for any church. First, the incoming kahu should know the faith of the church he is to minister to. Wai`oli Church’s faith has and always been a United Church of Christ. As the representative of the church the kahu must be well versed in the Bible, well-spoken especially when giving sermons, be familiar with/learn the Hawaiian culture, learn about Kauai’s north shore, reach out/be involved in some community activities, know and relate with his members and be active with other/same churches.

Besides being one of the most photographed churches in the state, Wai`oli Church has so much to offer. I wish you guidance in the selection of the right kahu.

Aloha,

Debra Drayton

## REFERENCE #2:

02/21/18

To Whom It May Concern:

Our family has attended Wai`oli Hui`ia Church for many years during our stays on the island. Over the years, we have enjoyed the fellowship of the church members. Our oldest daughter has danced the hula with the ladies for services, and our younger daughter has been involved with the music ministry. These experiences and relationships have been meaningful and have helped us grow spiritually as a family.

One strength of the church is its emphasis on the Hawaiian culture in the worship services – the use of the Hawaiian language, the hula and the Hawaiian hymns, the giving of lei and the playing of local instruments. The service reflects the place (Hawaii) and the congregation and visitors respond positively to this. Our family truly appreciates the Hawaiian emphasis in the liturgy.

Another strength is the rich history of the church. Though one cannot rely solely on the past, the past can inform and guide the future. The church – founded in 1834 by missionaries as an outreach to the Hawaiians – offered education and conducted church services. We understand the Hawaiians especially appreciated the music during these services. Currently, the church continues to be an outreach ministry, but primarily to a different group – the constant flow of tourists who look forward to visiting the church. People come from all over the globe to attend Sunday services, to leave prayer requests and to renew marriage vows. On some Sundays during the year, the pews are so full that the ushers need to offer folding chairs to the overflow of visitors.

The church seems to be blessed not only with a rich history but with a dedicated core of members who keep the church operating and flourishing. But as with most churches, there is much that could be done but the laborers are few in number. We are certain there are many good ideas that could be offered to improve the church. Areas of growth for the future may be stronger outreach to the local community and also outreach to the tourists through the internet.

It is our hope that careful consideration will be given to finding a pastor who will be a “good fit” for the local community and who will preserve the Hawaiian ways of the church. This was the vision of the missionaries in 1834, and we offer that it is worthy to be the vision in 2018. For certain, if the church continues in its current trajectory, we fear that in the short term it will be solely filled with visitors from the Mainland.

There is something mystical about Wai`oli Hui`ia Church ... maybe it is the surrounding mountains and ocean. We believe God has blessed this church and continues to work in the lives of those who call Wai`oli Hui`ia their spiritual home. For certain, it will be our church home while we are on the island.

We want to thank you for giving us an opportunity to offer our thoughts.

Sincerely,

Denton and Paula Holland

REFERENCE #3:

2/21/18

To Whom It May Concern,

As a non-member of Wai`oli Hui`ia Church, I was asked to write a letter of reference to help with the selection of a new kahu.

I believe the overall strength of Wai`oli Church is the use of the Hawaiian language both in scripture and in song.

If there were to be any improvements, I would suggest having more to do after church hours or throughout the week to encourage local people to attend these events as well as Sunday service. They should be scheduled at the same time each month or bi-monthly so people know when these gatherings will be held (ie, it's the second Friday, so Wai`oli is having a 'card party,' or it's the First Thursday, so Wai`oli is having a 'piano concert.') I think scheduling is the key. Many times, I feel things are put together last minute and because of that, I think not many attend.

My experiences at Wai`oli have provided me with many friends from the congregation. Of this I am very thankful.

Warm regards,

Charlie Elsasser