

# Kailua Christian Church (United Church of Christ)

## Local Church Profile Pastor Position



### 1. INFORMATION

#### A. Listing Information:

Kailua Christian Church (United Church of Christ)  
317 Manono Street, Kailua, Hawaii 96734-2211  
Email: [kcc-ucc@hawaiiantel.net](mailto:kcc-ucc@hawaiiantel.net)  
weblink: [kailuachristianchurch.org](http://kailuachristianchurch.org)

Hawaii Conference  
Oahu Association  
1848 Nuuanu Avenue  
Honolulu, Hawaii 96817

Conference Contact:  
Reverend Richard Kamanu  
Associate Conference Minister  
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(808) 531-2637  
Email: [rkamanu@hcucc.org](mailto:rkamanu@hcucc.org)

Summary Ministry Description:

Kailua Christian Church ("KCC") seeks a pastor to lead our congregation, deepen our Christian faith and reach out and minister to our community. Our congregation envisions collaborating with the pastor to realize our newly adopted KCC Purpose Statement and Vision which is set forth in Section 3. Our vision includes the restoration of our Christian Education programs for all ages and to engage in evangelism through community outreach. We also desire to continue to minister to our elderly members and friends as they transition to the eternal Kingdom of God.

Membership: 140

Language(s) Other than English: None.

Position Title: Pastor

Duration: Indefinite

**B. Scope of Work**

Full Time Pastoral Position

- Continue developing and growing your spiritual faith.
- Sunday worship: preparation and leadership, scripture study, crafting of liturgy and bulletin, sermon preparation, planning of music in coordination with musical staff or volunteers, preaching, and leading prayers.
- Pastoral care in collaboration with lay people to those who are sick, elderly, in crisis or grieving.
- Strategic planning for current and new directions in ministry.
- Leadership of Christian education and spiritual development.
- Guidance of financial development and stewardship.
- Identifying helpful resources for congregational and member enrichment and helping the congregation and lay persons use these.
- Church administration including church meetings, staff support, oversight of church initiatives, preparation of reports and portions of newsletters.
- Officiate at weddings and conduct funerals.
- Perform sacraments of baptism and communion.
- Be a faithful representative of the church in the wider community.
- Lead confirmation and membership classes.
- Participation in wider church activities such as Hawaii conference and Oahu association meetings.
- Lead outreach and evangelism efforts and programs toward achieving our vision for bringing salvation to people through Christ.
- Lead without advocating political views.

- Engage in continuing pastoral education.
- Participate in KCC fellowship activities.

### **Core Competencies:**

- A theologically strong worship leader who encourages us to deepen our faith.
- A person who is open minded, inspiring, thoughtful, and relatable.
- A person who seeks to do God's will.
- A person with initiative, vision and sound judgment.
- Someone who will seek to reach out to people of all ages.
- A leader who is organized, principled and collaborative.

### **C. Compensation and Support**

Salary Basis: \$60,000 (Includes: Cash Salary plus Housing Allowance):

Benefits: Medical & Dental Plan, Annuity/Retirement Plan, Term Life Insurance, Three Weeks' Vacation and Six-Month Sabbatical after 5 years.

The pastor is expected to establish his or her own living accommodations. The housing allowance is included in the Salary Basis and may be adjusted between the cash salary and housing allowance, upon approval by the KCC Council.

Peer and professional support services are available through the Hawai'i Conference of the United Church of Christ (HCUCC). A Pastoral Relations Committee within KCC will also be available to support the Pastor and foster communications between the Pastor and the congregation.

### **D. Who Is God Calling to Minister with Us?**

KCC is seeking a pastor who strives to exhibit the following characteristics:

- Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.
- Prays regularly.
- Gives and receives forgiveness freely.
- Serves willingly.
- Loves unconditionally.
- Trusts in the Lord.
- Loves God, follows Jesus Christ, and is guided by the Holy Spirit.

- Exhibits a commitment to lifelong spiritual development and faithful personal stewardship.
- Acknowledges Jesus Christ as the Son of God and Lord and Savior.
- Communicates passion for the oneness of the Body of Christ.
- Empowers the Church to be faithful to God's call, reflective of Christ's mission and open to the guiding of the Holy Spirit.
- Strategically plans for the future of God's Church.
- Encourages leadership development.
- Exhibits knowledge and understanding of the Holy Scriptures.
- Articulates Christian theology and ministry.
- Engages in mission and outreach.

## 2. WHO IS GOD CALLING US TO BECOME?

We continue to pray to hear and listen to God to improve our understanding of His love and arrive at a shared vision and shared values for what God is calling us to become and to do in this community. We are seeking to minister to the needs of our congregation and to build the foundations needed to minister to our community.

## 3. WHO ARE WE NOW?

### A. Congregational Reflections

As of May 2019, the KCC Congregation adopted the following KCC Purpose Statement and Vision:

We are a **WARM** church. We **Reach** out to people, bringing them to Jesus Christ through the Bible inspired by the Holy Spirit. We prepare others for **Ministry** and **Active** discipleship, in order to **Worship** and glorify God.

One of the strengths of KCC is that we have been and are a very warm and welcoming church. We genuinely love and care for each other and our community and the world. We have a traditional weekly worship service with a variety of music led by our music leader who sings and plays piano & organ. We share prayer requests with each other during worship. Our Deacons oversee Undershepherd Groups to share news and prayer requests. We also have a monthly newsletter which is written by many of our leaders and keeps us all informed. We fellowship with each other weekly after the worship service with light refreshments and with full meal pot lucks on special occasions.

Tony Campolo, C.S. Lewis, Ravi Zacharius, Henry Nouwen and Dietrich Bonhoeffer may be good examples of theologians and teachers who some of us, if not most of us, admire and respect.

For the past four and a half years we have been seeking a new pastor. In the decades before our last pastors' arrival in 2004, KCC had been a traditional, biblically based,

mainstream Christian evangelical church with an emphasis on our theological beliefs. We were encouraged by our most recent past pastors and the wider UCC to become more politically correct and more progressive, with a focus on peace and social justice advocacy, environmental advocacy and theological diversity. Many of the members believed that KCC should remain an apolitical church with an emphasis on teaching biblical Christian theology, serving each other and the community and engaging in sharing the gospel with others. As a result of this shift, many of the past leaders and teachers and active members in the church began to withdraw from KCC. Many went to other local churches.

We have recently elected a new a Christian Education Chairperson and are starting to reimplement Sunday School, Youth Group, King's Company and Nursery programs. We have had those had in the past and are anxious to start them again. The only program for young people that has been ongoing continuously is a children's sermon during worship. We have engaged in very little evangelical activity over the past 15 years. Adult Bible studies occur regularly. Many of our members are over 75 years old and about one-third of our weekly worship congregation is quite elderly.

We currently have retained a part-time local interim UCC pastor. We had an initial interim UCC pastor for about one-and-a-half years. We also had a period of time with no interim pastor, but instead had weekly pulpit supply by a wide variety of Christian teachers, preachers and other leaders. During our times without an interim pastor, we also asked former KCC pastors to assist with pastoral care for the sick and dying.

## **B. 11-Year Report**

The 11-Year report containing financial information about KCC will be made available to interested candidates upon request.

## **C. Congregational Demographics**

Estimates of participation in worship at KCC from 2018 through 2019 are shown below.

<b>Year</b>	<b>Members</b>	<b>Friends</b>	<b>Children</b>	<b>Visitors</b>	<b>Total</b>
2018	36	14	5	2	58
2019	34	15	4	1	55

About 67% of members reside in Kailua and about 16% in Kaneohe. The remaining 17% reside in other neighborhoods.

Percentage of total participants who have been in the church:

<b>Participation</b>	<b>Per Cent</b>	<b>Estimate?</b>
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More than 10 years:	63	Yes
Less than 10, more than 5 years:	26	Yes
Less than 5 years:	11	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Estimate?
4	3	3	1	2	5	8	12	17	Yes

#### D. Participation & Staffing

The following shows current staffing.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Pastor	No	Part	Council	1 year
Admin Asst	No	Full	Council & Interim	31 years
Music Leader	No	Part	Worship Chairperson	3 years

#### Ways We Gather:

1. Children's Message. During worship, a weekly message for children is led by either the pastor or a lay leader.
2. Easter Worship. Planned jointly with pastor, administrative assistant, worship chair, and music leader. We also hold a Maundy Thursday or Good, Friday service and an Ash Wednesday service at the beginning of Lent with other churches.
3. Christmas Eve Worship. Primarily planned by worship leader and pastor with input from music leader and administrative assistant.
4. Church Wide Meals. Potlucks. Approximately 5 per year on Easter, Mother's Day, Father's Day/Graduates, Christmas, and other special occasions. Pot lucks are usually coordinated by the Deacons and the Worship Chairperson. We also have a Meet Your Deacons Lunch towards the beginning of each year.

5. Bible Study. A core group of members and friends meet regularly for Wednesday morning Bible study. Sunday post worship Bible study is also currently being led by our Interim Pastor.

6. Communion. Served once a month, on the first Sunday. The deacons prepare the communion table and assist the minister in serving communion.

7. River of Life Outreach. This facility in the downtown Honolulu area serves meals and provides assistance to anyone in need. We participate quarterly. The service involves about 20 people from KCC which includes shopping, cooking, transporting the food, serving the meal and clean up. We also often lead the devotion, message and/or singing.

8. Family Promise Ministry. Once a quarter, KCC hosts 3 to 5 homeless families for 7 days and nights. They come and eat breakfast and dinner and sleep at KCC. Lunch is also available on a take-out basis. The participation includes meal time hosts, overnight hosts, shopping and/or collecting food donations, cooking and serving meals, cleaning and setting up classrooms with bedding prior to arrival and clean-up and doing laundry upon departure. About 25 people from KCC and volunteers from 3 other local churches assist with meals and hosting.

9. Drama. Christmas Nativity Program. Planned by worship chair with assistance from music leader.

10. Post Worship Fellowship Hour. Light pot-luck refreshments. Self-run by participants with members and guests attending.

11. Worship Time. The KCC congregation worships every Sunday at 10:00 a.m. In 2010, KCC entered into an agreement with the Chuukese Congregational Church of Christ (4C) to share the KCC facilities and, until the end of March 2020, they conducted worship services at KCC from 1:30 to 5:30 pm on Sundays. KCC entered into a new agreement with the God Squad Church at the end of February 2020 and they conduct their worship services on Friday evenings at 7:00 p.m.

12. Baptism and Confirmation. Those who have not been baptized or confirmed are offered the opportunity once or twice per year following a new membership class.

#### **D. Church Finances and Reflection**

KCC church finances are reflected in the 11-Year Report and the 2019 Annual Report for KCC, both of which are available upon request.

KCC enjoys being a debt free non-profit organization operating within its means. Total gross income exceeded total gross expenses most of the time, including 7 of the past 8 years. We currently have a savings reserve. Total pastor compensation is currently about 21% of total gross expenses. The church has never failed to pay its financial obligations to a minister of the church. Our church is 5-for-5 participating in all of the

UCC special offerings. An OCWM annual contribution is currently a budgeted line item for KCC. We do not have an endowment.

KCC owns and manages the property at 317 Manono Street in Kailua. The building is a T shaped two-story building constructed of concrete masonry unit and reinforced concrete floors and beams with a silicon coated brae roof. The center section is the sanctuary. The other rectangular section includes rooms for offices, library, nursery, kitchen, 3 bathrooms and 2 fellowship rooms at ground level; six classrooms and a store room on the second level and a Transition Housing Unit spanning two levels with spaces for one bedroom, a bath, a kitchen and a small living area. Most spaces are accessible by wheelchairs. The pulpit, the Transitional Housing Unit and the second floor are not wheel-chair accessible. One bathroom is handicap accessible. Plans to fund major repair, maintenance and modernization projects have not been undertaken recently. We currently do not have a parsonage.

KCC often receives special gifts or offerings to mitigate against unexpected needs or to fund special projects.

## **F. Historical Information**

In 1956, Gladys Kiyota, a deaconess from Makiki Christian Church, and Irene Kanetake, a later founding member of KCC, with love and compassion brought a broken-hearted mother dealing with several family tragedies to the love of Christ. KCC started from bible studies and Christian fellowship in a home in Kailua. KCC formally started on February 1, 1959 when the church was officially recognized by the Oahu Association of Congregational Churches and the Hawaiian Evangelical Association which is now the Hawaii Conference, United Church of Christ. Construction of facilities by members started with a ground-breaking service on September 9, 1964. A service to dedicate completed buildings was held during September 1966. KCC was incorporated as Kailua Christian Church (Congregational) a non-profit organization on January 12, 1965. An amendment to change the corporate name to Kailua Christian Church (United Church of Christ) was approved on March 10, 1991.

The following 1964 Charter describes our Statement of Faith:

This church acknowledges as its sole Head, Jesus Christ, the Son of God and Savior of man. It acknowledges brothers in Christ all who share in this confession. It looks to the Word of God in the Scriptures and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers.



It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two Sacraments: Baptism and the Lord's Supper or Holy Communion.

We believe in the Holy Scriptures of the Old and New Testaments as inspired Word of God, and inerrant in the original writings, and as supreme and final authority in matters of faith and practice.

KCC has had four pastors for lengthy terms over the past 45 years.

Rev. Howard Yoshida served from 1975 to 1985, and he is currently working at Makiki Christian Church. Howard's wife, Terumi, started the KCC Preschool which operated until the late 1990's. Howard continues to assist KCC upon request with funerals and pastoral visitations.

Rev. Dale Vallejo-Sanderson was the youth minister at KCC under Howard Yoshida before he went to seminary. Upon his return he became the Senior Pastor at KCC from 1986 until 1992. Shortly after Hurricane Iniki hit, he left to minister to three damaged UCC churches in Waimea, Kauai. Dale until very recently served as the Senior Pastor of Wellspring Christian Church a Covenant Church which he founded. Dale continues to assist KCC on an emergency basis if requested to do so. Connie Mitchel fka Connie Ching served as the Pastoral Associate under Dale and the subsequent interim and Senior Pastors. She is now the Executive Director of Institute for Human Services serving the homeless. She has filled the pulpit on occasion during our interim.

Rev. Alan Maeno served as the Senior Pastor of KCC from 1994 to 2003. Under his ministry KCC relied upon and used resources from Willow Creek. Alan left in March 2003 to start the Hope Chapel Pearl West Church in Pearl City which is a Foursquare church. Rev. Beth Plumbo served as the Pastoral Associate at KCC under Alan and served as an interim pastor after Alan left. She is currently serving as a chaplain at a hospital in Spokane Washington.

Rev. Timothy Weible was our most recent Senior Pastor. He served at KCC from 2004 to 2015. Rev. Diane Weible also served as the Associate Pastor under Tim for the first two years. Tim and Diane undertook efforts to have KCC comply more closely with UCC guidelines and recommendations. Tim currently works as a hospital chaplain in San Francisco and Diane is the UCC Conference Minister for the Northern California Nevada Conference in the San Francisco Bay Area.

Two other churches have been started by members of KCC within the last 20 years. New Hope East Shore was started by Glenn Ogasawara, a former leader and council member at KCC. It is a Foursquare church and was formed about 10 years ago. They currently worship in the Kailua Intermediate School cafeteria. Stephen Ogasawara, who grew up at KCC, is one of the pastors there.

KCC's former moderator, Warren Nakano, who had previously been a youth worker and associate pastor at Kaimuki Evangelical Church, started Grace Christian Community Church in 2001 and they worship at the cafeteria at Ali`Iolani Elementary School in Kaimuki.

Two other full time Christian ministries have also come out of KCC. Terance Arakaki and Nathan Kohashi both served as Youth Workers at KCC before going on to seminary and serving elsewhere as counselors, pastors and/or chaplains. Terance currently serves as a counselor in Longview, WA and Nathan is a chaplain at Pali Momi.

None of our pastors or leaders have left under pressure or by involuntary termination. All have departed to pursue other Christian ministries.

The following identifies past ministers at KCC.

Name	Years of Service	UCC Standing (Y/N)
Rev. Roy Ishihara (1957)	9	Yes
Rev. Hugh J. Williams (1966 interim)	1	Unknown
Rev. Bienvenido Junasa (1967 interim)	<1	Yes
Rev. Charles Schuetz (1967)	4	Unknown
Rev. Hiro Higuchi (1971 interim)	<2	Yes
Rev. Dexter Edwards (1972)	3	Yes
Rev. Howard Yoshida (1975)	10	Yes
Rev. Dr. Paul Brennan (1985 interim)	<2	Yes
Rev. Dale Vallejo-Sanderson (1986)	7	Yes
Connie Mitchell fka Connie Ching (1991 Pastoral Associate)	8	No
Rev. Ronald Ching (1993 interim)	<2	Yes
Rev. Alan Maeno (1994)	9	Yes
Rev. Elizabeth Plumbo (2002 Pastoral Associate)	2	Yes
Rev. Faith Jackson (2003 interim)	<1	Yes
Rev. Elizabeth Plumbo (2003 interim)	<1	Yes
Rev. Timothy Weible (2004)	11	Yes
Rev. Diane Weible (2004 Associate Pastor)	2	Yes
Rev. Dr. Jack Belsom (2015 interim)	1.5	Yes
Rev. Dr. Chris Eng (2018 Interim - Current)	Current	Yes

#### 4. WHO IS OUR NEIGHBOR?

##### A. Community Vision

We have several outreach ministries to the community that include a transitional housing unit at KCC, feeding dinner to the homeless quarterly at River of Life in Honolulu, housing and feeding the homeless at KCC through Family Promise for a week quarterly, an emergency cash benevolence fund for those with emergency financial needs, and an educational and sharing ministry for people who have health issues called Na Anela i ka hana ke Akua (Angels in the works for God).

We continue annual participation in the five for five offerings. Our Church's Wider Mission (OCWM-Basic Support), One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, Christmas Fund.

We also participate in and support the following:

UCC Transition House, Bible Institute of Hawaii, Windward Coalition of Churches, Women's' Prison Ministry and Epic Ohana

Institute for Human Services (IHS), Hale Ola (Windward Women's Abuse Shelter)

Canned Food Drives for the St. Anthony Church's Windward Food Pantry.

Our congregation participates as an organization in Hawaii activities sponsored by the Oahu Association and the Hawaii Conference. Support for activities associated with national settings may occur individually at a personal level.

Support for activities associated with the wider UCC national interests is personal.

Our participation in ecumenical and interfaith activities (e.g. Windward Coalition of Churches) is minimal as they are not currently meeting.

## **B. Mission InSite**

A "QuickInsite Report" from the Local Church Ministries of the National Office UCC for the 5-mile area around Kailua Hawaii is attached as Appendix A.

## **5. REFERENCES:**

Rev. Howard Yoshida  
English Div Pastor at Makiki Christian Church  
Former Senior Pastor at KCC  
829 Pensacola Street  
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(808) 594-6446  
[hyoshida2@hawaii.rr.com](mailto:hyoshida2@hawaii.rr.com)

Ms. Constance Mitchell  
Director of Institute for Human Services  
Former Pastoral Associate at KCC  
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[conniem@ihshawaii.org](mailto:conniem@ihshawaii.org)

Rev. David Turner  
Settled Pastor at Church of the Crossroads  
Former Member of KCC  
(808) 949-2220  
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## **6. CLOSING THOUGHTS**

### **A. Closing Scripture - John 15: 5**

I am the vine, and you are the branches. Those who remain in me, and I in them, will bear much fruit; for you can do nothing without Me.

### **B. Statement of Consent**

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 a suitable new minister 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.

The following contributed to the contents of this KCC Church Profile.

- Rev. Richard Kamanu, Associate Minister, Oahu Association, Hawaii Conference, UCC
- Rev. Christopher Eng, KCC Interim Pastor
- KCC Council

- KCC Board of Deacons
- KCC Trustees
- Members of KCC
- KCC Pastoral Search Committee

Comments regarding the contents of this profile should be directed to the undersigned.

Sign/Date:  June 19, 2020

Paul R. Grable  
Chairperson, KCC Pastoral Search Committee  
Contact: pgrable@lbchlaw.com