

## 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**

Hawaii Kai United Church of Christ

Honolulu Hawaii

Call Pastor

Hawaii Association of the United Church of Christ

[Validation Date]

### LOCAL CHURCH PROFILE CONTENTS

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“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.

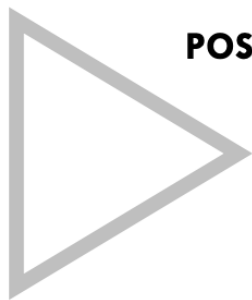
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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: **Hawaii Kai United Church of Christ**

Street address: **6650 Hawaii Kai Drive, # 102. Honolulu, Hawaii 96825**

Supplemental web links: [Hawaiiikaiucc.org](http://Hawaiiikaiucc.org)

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: **Hawaii Conference**

Association: **Oahu Association**

UCC Conference or Association Staff Contact Person:

**Rev. Dr. David Popham, Hawaii Conference Minister**

**Rev. Dr. Douglas Wooten, Assistant for Search and Call**

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

**Hawaii Kai United Church of Christ is a family of faith with Jesus Christ as our foundation. We are servant-hearted, loving people, open to the guidance of the Holy Spirit. Using the gifts God has given us, we are open to trying new ways of doing ministry to provide a safe and welcoming place for people of all generations to explore, learn, and develop their relationship with Him. The spiritual practice of "gratitude" helps us to intentionally look for God's presence, action and love in the life of our church. As witnesses of His presence, Hawaii Kai United Church of Christ reflects the light of Jesus Christ, in hopes that all will be drawn to experience His love, grace and mercy. We now need someone to champion our vision.**

Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*

**See Page 40**

What we value about living in our area (2 – 3 sentences):

**We embrace the spirit of *ohana* the Hawaiian word for family. Ohana recognizes the interconnection and mutual dependence of all people.**

**East Honolulu (Hawaii Kai) has a comfortable and safe feeling of place, of home, of belonging. Our location has great climate, natural beauty, and mixture of eateries, shops, medical facilities, entertainment venues, golf courses, waterfront marina access, water sports and activities, hiking, whale watching, and a range of housing. It is a wonderful place to raise a family.**

Current size of membership: **114** *(from 2020 annual report)*

Languages used in ministry (other than English): **None**

Position Title: **Pastor**

Position Duration

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

Compensation Level (choose one, delete the other options listed):

**Full Time**

Does the total support package meet conference compensation guidelines?

**The Hawaii Conference does not publish compensation guidelines**

## **SCOPE OF WORK**

*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

**We are seeking a good shepherd who is:**

**(1) Compassionate. Skills in pastoral care are essential. We seek a pastor who is sensitive, approachable, and caring. Understanding of local multi-cultural nuances is a plus.**

**(2) A tech-savvy innovator. A visionary who will lead us to creative new ways of being God's church.**

**(3) A Motivator. One who can strategize, encourage and work along side laity so everyone's God-given gifts support the church's ministry and mission to the community.**

### 1c. COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): **\$ 60,000 - \$ 65,000**

Benefits (choose one): **Salary with Benefits**

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)?

**Housing allowance will be negotiated with consideration of location of the residence.**

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

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

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

**The congregation recognizes the importance of their pastor staying connected to colleagues, the Conference and Association, and other opportunities for growth and support.**

**The Hawaii Conference minister holds monthly Zoom meetings with UCC clergy, and some UCC ministers use that setting as an optional weekly gathering. A retreat is held for UCC clergy annually. Our church office is roughly 11 miles from the current Conference office.**

**Continuing Education credits are suggested but not required in the Oahu Association UCC. The Pacific School of Religion holds occasional in-person classes on Oahu. Ecumenical and interfaith connections are possible here and tend to be locally grown.**

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

**Not Applicable**

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

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

**We seek a new pastor to help us to:**

**Reach out and bring young adults and families into our church.**

**Educate us about our spiritual gifts and how to use them to serve others.**

**Help us to always turn to the Bible for guidance and inspiration**

**As a congregation we feel the need to expand our community outreach, strengthen faith formation, better enable the laity to witness for Christ (share Christ's love and grace with the person next to us) and help people become disciples who grow to become mentors.**

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

**Utilizing a hands-on approach, our pastor will help us draw young adults and families into a loving relationship with Jesus Christ. This will open our hearts to the concerns and needs of our community, state, and world; getting us more involved in making changes to better our world.**

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

**In Hawaii, where there are so many races, different cultures and lifestyles, we are looking for a Pastor who embraces Jesus' Agape Love. For someone who is not born or raised in Hawaii, it may be difficult to understand the deeper meanings of *Aloha, ohana* and *kama'aina*. And if one is not able to assimilate this into one's life, it may be difficult to reach out into our communities and to be listened to. Much like missionaries need to be aware of and be open to the culture in which they serve, pastors without experience in Hawaii must adapt to local cultures.**

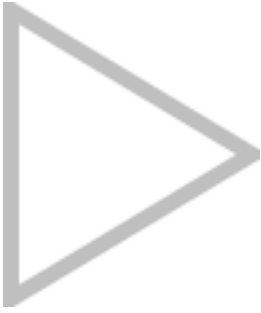
Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

**Building Transformational Leadership Skills**

**Exhibiting a spiritual foundation and ongoing spiritual practice**

**Working together for justice and mercy**

**Strengthening inter and intra-personal assets**



## 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?

**HKUCC desires to deepen our relationship with God by becoming grounded in His Word. We want to train and equip saints to share the gospel, to reach out to and serve our community, and to welcome new believers into our loving *ohana*. We seek to grow in our knowledge of God, become more like Jesus Christ in character and behavior, be continually filled by the Holy Spirit, and to invite our neighbors to do likewise. We endeavor to reflect God’s love to all those we encounter in this broken world.**

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**Because of the pandemic, our new way of conducting our Sunday services and small group Bible studies are by using Facebook and Zoom. We are now seeing others in our community, and even from other states, joining us. We initiated a "phone tree" to make sure that we keep in touch with every member of our congregation. We have designated call leaders who do this, making sure of each member's welfare and concerns.**

**Currently, the biggest challenge is that we don't have a lot of young families at our church. Much effort goes into working with the youth (middle and high school) from several churches and despite the fact that we only have one youth from HKUCC, we believe it's a good investment in our future. Our "Thursday Talks" on ZOOM has become a time for fellowship, discussing current events and planning outreach programs. Most importantly, it has become a safe and caring place to grow in their faith and address teenage life issues. HKUCC has focused a lot of attention on our young children and keeping them engaged during the pandemic. We have Keiki (Children) Zoom before our Sunday service ensuring that the children continue their faith journey and making them aware that they are a part of our church. As they age into middle school, the transition to youth activities should be seamless since the foundation is already set for youth engagement.**



**To celebrate Thanksgiving, we hold a joint evening service with Hawaii Kai Community Church. Joining with Hawaii Kai Church of Jesus Christ Latter Day Saints, we presented Christmas displays for the entire community to see and enjoy. We continue to assist the Hawaii Kai Lions with the annual Hawaii Kai Christmas parade and with the many events that Hahaione Elementary School has during the year.**

**We have a longstanding relationship with the River of Life Mission in downtown Honolulu. We provide a simple worship service and dinner for this soup kitchen's clients in April and October of each year.**

**We participate in the support and operation of the UCC Transition House; a sanctuary for battered women and children. We provide financial support each month and volunteer manpower whenever there is a need.**

**We provide financial and prayer support for a number of local partners to include The John 17:21 Ministry – a resource ministry promoting the inclusion of persons with disabilities in Christ led churches, InterVarsity Christian Fellowship on the University of Hawaii campus, Campus Crusade and the Shelter of Wisdom – a ministry for homeless men. We support the Pioneers Missions in China and Turkey.**

**In 2019 our congregation participated in an Appreciative Inquiry Process. We challenged ourselves to answer the question “Is HKUCC doing all that God desires?” Through this process we were looking for the best in our past to lead and inspire us into the future. What we discovered is that the strength of our church is its loving and caring members. What we need for the future is motivation and a plan to build confidence in each member so that their talents and passions can be utilized to bring others into our family of faith, hope and love.**



## 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

Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

#### **Core Values and Commitments**

- 1. We commit time to prayer, worship, and Bible study to glorify God and to discern his will.**  
*We seek God’s guidance and obey him in all aspects of our lives.*
- 2. We are a changing, growing and adaptable community of faith.**  
*We recognize that we are a growing and changing congregation. We discern changes and adaptations required to fulfill God’s vision for Hawaii Kai United at Church of Christ. We support one another as we move beyond our comfort zone in obedience to God.*
- 3. We communicate with love, listening with our hearts and minds.**  
*Our relationships with one another deepen with loving communication. We listen to one another with a desire not to just hear but to understand. We communicate our love not just with kind words but through our actions.*
- 4. We are merciful and forgiving toward others.**  
*We show respect, kindness and compassion to all persons. We let go of ill feelings and anger toward others. When we have differences or conflicts, we seek and promote reconciliation.*
- 5. We work together, valuing and accepting the unique gifts and diversity of all.**  
*We appreciate the uniqueness of every individual person and welcome all people into our*

*church family. We assist one another in identifying our spiritual gifts and discerning how they should be used. We gladly share these gifts for the good of the body.*

**6. We are part of a larger body of Christ.**

*We are aware of our covenantal relationship with other churches in the Oahu association, the Hawaii Conference and the wider church. We seek opportunities to join with other churches in ministry.*

Describe several strengths or positive qualities of your congregation.

**Hawaii Kai United Church of Christ is a "family of families" always open and willing to include all who want to be a part of our family, God's family. There is no doubt that the strength of our church is our caring and gifted members. We share a deep sense of commitment to each other and to the mission of our church. We work tirelessly when making important decisions that may impact our future. The discernment process is used to help us make these decisions. This process of shedding prior opinions, praying, and listening to one another and the Holy Spirit, helps us to discern God's will for us. We are always open to new ways of being God's church.**

**The leaders of our ministry teams respond to the Holy Spirit's call to serve. Ministry team leaders are not appointed to their position and do not have term limits. They all feel the calling of the Spirit, and each is using his or her God-given gifts to faithfully fulfill the ministry's mission.**

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

**We rent cafeteria space from the Hahaione Elementary School / Department of Education to utilize the facility for Sunday worship and other events. This is not unusual in Hawaii, where the cost of land and a building is so significant. Though during COVID we worship via Facebook and Zoom, our services are still based upon the Gospel. Our sermons are thought-provoking, reflective, and a call to service. Our worship planning committee looks for opportunities for our youth to participate in parts of service. Baptism and membership classes are conducted by our Pastor and completion and acceptance is celebrated by the entire congregation and with their families. For infants and adults, baptism is usually done by placing holy water upon their foreheads. Some individuals choose immersion in the waters off Maunalua Bay Beach Park. We have 2 vibrant music teams – one led by original members and the second led by our more youthful members. A wide variety of instruments are used – traditional and contemporary. Communion is served monthly. Lay members serve a wide variety of Sunday service functions.**

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

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

**This year the church elected a 35-year-old to serve as Moderator. There are other young adults who have stepped forward answering the call to serve as leaders of different Ministry Teams. We see this as an answer to prayers and years of growing and developing their faith in the church.**

**Adult faith formation occurs mainly midweek in small Bible study groups. These are lay led, and each functions independently, choosing its own curriculum. In the past, the Pastor occasionally chose and led a seasonal study connected with the sermon series. The established small groups used the same curriculum to coincide with the Pastor's teaching.**

**Affinity groups such as golf, pickle ball, and watercolor painting encourage fellowship.**

**A weekly prayer gathering on Zoom is led by our founding Pastor. It includes a time of teaching about prayer before participants share in intercessory prayer.**

**Cherished practices from our past include family camping and church retreats which celebrated the intergenerational nature of our congregation.**

**As an alternative to traditional Sunday School, Sunday mornings included a time of intergenerational learning ahead of worship. Often these conversations or crafts related to scripture of the day and helped bond us in fellowship.**

**Youth leaders participate weekly meeting via Zoom, partnering with other churches. Participation from our high school youth is spotty and challenging.**

**Currently, Keiki Zoom, held twice a month, is a substitute for in person faith formation for our pre-school and elementary aged children. (Keiki=children)**

**We are open to experiments. Members or Ministry Teams can initiate short term or trial run projects, many of which have an element of faith formation. Three such experiments during COVID stand out:**

- **Advent Activity Bags.** These included an Advent calendar specific to our church. Materials needed to share in the project at home, or together on Zoom, were made and distributed.
- **One of our Music Ministry members created Wednesday Worship Moments.** He asked members to choose their favorite Christian song and share its importance in their life. He then sang the song and posted the episode on Facebook.
- **Zoomtastic Keiki Parties** have been held for Halloween, Christmas and Easter.

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

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

**Our Church Council is made up of the following five elected officers who serve a two-year term:**

**Moderator  
Vice-Moderator  
Treasurer  
Clerk  
At-Large Representative**

**Our Ministry teams are:**

**Care Ministry  
Faith Formation  
Music Ministry  
Missions Ministry  
Hospitality Team  
Youth Ministry  
Worship Planning Committee  
Financial Stewardship Committee  
Pastoral Congregation Relations Committee**

**The Leaders of these groups form the Leadership Ministry Team (LMT)**

**The Pastor, Church Council and the Leadership Ministry Team meet each month.**

**The Pastor attends as an advisor, providing information and input.**

**Only elected church officers (The Church Council) have voting privileges.**

**Ministry teams are formed as a need arises. A “champion” communicates the need at our monthly meetings and the group approves the formation of the new team. Resources can be provided.**

**Congregational decisions are communicated in worship (verbal and/or posted). In the COVID 19 era, via twice weekly newsletters.**

**Our vision statement written in 2002 continues to guide us in 2021.**

**Our new Pastor will bring new eyes to our current implementation and help us in achieving this vision.**

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

**The Pastor, Church Council and the leaders of the Ministry Teams meet each month.**

**Meetings usually last 1 ½ to 2 hours. Ministry Teams meet on an as-needed basis.**

**All Council and congregational decisions are made by consensus. The Bylaws allow for the possibility of up-and-down votes, but this method is very rarely employed.**

**Our Bylaws are currently being reviewed.**

**In the current pandemic, all meetings are held virtually.**

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

**When a crisis occurs, the pastor and moderator take the lead. The Church Council will work in conjunction with the pastor on deciding on a course of action. A call is made for members of the congregation to pray for God's guidance. We are a congregational church, therefore members participate in any large decisions, but in times of crisis when decisions need to be made quickly on behalf of the church, the Church Council with help from the pastor make the needed decisions.**

- 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/No]

**Yes**

## **11-YEAR REPORT**

*(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite):* **See Page 45**

## **CONGREGATIONAL DEMOGRAPHICS**

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70	No
Number of active non-members:	24	No
Total of church participants (sum of the numbers above:	94	No

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	87%	No
Less than 10, more than 5 years:	5%	No
Less than 5 years:	8%	No

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>
19	7	2	10	9	2	19	27	26	No

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	6	No
Joint households with minors:	17	No
Single adults 35-65:	12	No
Joint households with no minors:	9	No
Single adults over 65:	16	No

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High School:	100%	No
College:	85%	No
Graduate School:	32%	No
Special Training:	22%	No
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	47	No
Adults who are retired	50	No
Adults who are not fully employed:	4	No

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

**Service Industry, Teachers, Engineers, Office Support, Government Employees, Entrepreneurs, Small Business Owners, Retail, Professional credentials**

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?

**We define diversity as the ethnic mix in our congregation being consistent with the mix in our local community. We are more heavily represented by those with Asian heritages than the community at large.**

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:

**No plan currently**

**PARTICIPATION AND STAFFING**

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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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	5	Saturday Morning Women's Group
Baptisms (number last year)		Pastor
Children's Groups or Classes	3-6 Children	Keiki Bible Class – Pastor & Laity
Christmas Eve and Easter Worship	Christmas Eve – 100 Easter Sunday - 80	Pastor, Worship Planning Committee, Music Ministry, Hospitality Committee, Office Manager
Church-wide Meals	80 Average	Andrew & Phoebe, Mother's Day, Father's Day Easter Sunday, Christmas Eve, Maundy Thursday
Choirs and Music Groups	Music Ministry – 7 Too – 5	Music Ministry, Music Ministry Too
Church-based Bible Study	37	Lenten Season Study – Walking with Jesus -7 – Pastor Men's Saturday – 10, Men's Monday – 7 Women's Bible Group – 6 Tuesday Mixed Bible study – 7
Communion (served how often?)	70	Pastor, Monthly & Easter
Community Meals	15	River of Life / Soup Kitchen - Laity
Confirmation (Number confirmed last year)		
Drama or Dance Program		
Funerals (number last year)	2	Pastor
Intergenerational Groups	8 - 12	Intergenerational Group – Laity
Outdoor Worship	Summer Camp – 30 Easter Sunrise - 30	Summer Camp – Pastor & Laity Easter Sunrise Service – Worship Planning Committee
Prayer or Meditation Groups	Centering Prayer – 4 Intercessory Prayer - 8	Centering Prayer – Laity Intercessory Prayer - Laity
Public Advocacy Work	4	Transition House
Retreats	25	Pastor & Leadership Team
Theology or Bible Programs in the Community	2	Bible Institute of Hawaii - Laity
Weddings (number last year)		
Worship (time slot_____):	COVID – 50 Pre COVID in School - 70	Pastor & Laity COVID – Zoom – 10:00 to 10:30 am Regular Times – Sunday 10:00 – 11:30 am
Worship (time slot_____):		
Young Adult Groups or Classes:	6	Thursday Talks - Young Adult Laity

Youth Groups or Classes	4	Multiple Church Group – Pastor & Laity
Other:	Painting Classes 10 Women's Exercise – 6 Pickleball Group – 8 Golf Group – 10-12 Office Volunteers – 4-5	Laity

Additional Comments:

**While the COVID lockdown curtailed many of these ministries, we anticipate resuming our normal activities at a future date.**

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)
Pastor Philip Mark	No	Church /Hawaii Conference Staff	Founding Pastor/Conference Staff	Y
Cindy Au	4 Way	Hospital/ Retirement Home	Chaplain	N
David Swartz	No	Church / Non-Profit Org	Pastor / Administrator	Y

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:

**Beloved Founding Pastor Philip Mark, Cindy Au and David Swartz are participating members with no official role in church operations. They continue to be inspirational spiritual resources that we count on to help us grow in our faith journey.**

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
Office Manager	Yes	Part time	Pastor	3 Years
Facilities Coordinator	No	Part Time	Pastor	12 Years

## REFLECTION

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

**The longevity of members suggests a commitment to the welfare and growth of the congregation.**

**This in turn leads to generations continuing to carry on the vision and mission of our church.**

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$192,095
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	
Fundraising Events	
Gifts Designated for a Specific Purpose	
Grants	

Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (e.g. Women's Group)	
Transfers from Special Accounts	\$0
Other (specify):	
Other (specify):	
Total	

Current annual expenses (dollars budgeted for most recent fiscal year): \$

*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

**See Attachments at the end of this document Pages 56-60**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **47.9%**

Has the church ever failed to pay its financial obligations to a minister of the church?

**No**

**It is the commitment of our congregation that no matter what our financial situation, we will always take care of our minister. Our pastors have always received an increase in compensation.**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

☒ 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%*)

**OCWM and missions support spending is 12% of our spending plan.**

**OGHS, Strengthen the Church, Neighbors in Need and the Christmas Fund are additional contributions.**

What is the church's current indebtedness?

Total amount of loan debt: **\$0**

Reason for debt:  
Are capital and other payments current?

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.

If the church has had capital campaigns in the last ten years, describe:

**We have a Land acquisition fund. Its use is currently under review. There has been no active campaign.**

Year(s)	Purpose	Goal	Result	Impact

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact

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

**None**

Does your church have an endowment? **No**

What is the market value of the assets?

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

What is the percentage rate of draw (last year, compared to 5 years ago)?

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

At the current rate of draw, how long might the endowment last?

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$ **100,000** - \$ **250,000**

Investments (other than endowment): \$ **500,000** - \$ **750,000**

Does your church have a parsonage? **No**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

**None**

Describe non-owned buildings or space used or rented by the church:

**Cafeteria at Hahaione Elementary School rented from the school/Department of Education.**

**Office space at 6650 Hawaii Kai Drive, #102 in Honolulu**

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

**The school and office facilities are ADA compliant.**

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

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

**Financially, we look to be on good footing. Whenever we were faced with a shortfall in the calendar year, through the grace of our Lord and members, this has been resolved.**

**Many years ago, we had a budget modeled after usual business practice, trying to balance income versus spending. We had discerned that while this was useful in a secular sense, perhaps we could be led by an alternate "more Christ-like" way. We developed a spending plan, guided by the spirit that relied on doing what God wanted us to do.**

**COVID has forced us to develop and fund a Technology Team.**

## **HISTORICAL INFORMATION**

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.

**In 1999, we journeyed through the New Creation Initiative, asking whether we were the church that God wanted us to be. We discerned God's vision for our church and developed a Missional Strategy to help us move toward that vision.**

**Starting in 2017, we used the Appreciative Inquiry process to discern if we were doing all that God was calling us to do. The result of this was our Future Directions Statements.**

**The most important event that happened in the life of our church was in 2020, when after 23 years, our beloved Pastor and her family relocated to another island due to a new career position for her husband. This left a huge void in our church.**

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

**Because of the pandemic, we had to change the way we do church from in-person to on-line. For the time being, everything we do now is conducted via Zoom and Facebook.**

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.

**Our congregation values consensus. When a conflict arises, discussions are usually done during a Leadership Ministry Team meeting or during a congregational meeting. Each individual has a chance to speak and to be heard. Because we consider each person as "family," we are respectful and even-tempered in listening to what is said. The Council, with input from our Pastor and leaders of the Ministry Teams, will weigh all pros and cons, then make a recommendation. This is formally presented to the congregation, and a motion is made to test for consensus. To date, we have resolved all of our conflicts, both big and small.**

**Hawaii Kai United Church of Christ does not have written policies or protocols when it comes to dealing with conflict. One can say that, in dealing with conflicts, we follow 1 Corinthians 16:14 - "Let all that you do be done in love."**

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

**See Above**

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

Staff's Member Name	Years of Service	UCC Standing (Y/N)
Philip Mark	1983-1994	Y
Margery Terpstra – Interim	1994-1995	Y

<b>John Lund - Interim</b>	<b>1995-1996</b>	<b>Y</b>
<b>Janice Ogoshi</b>	<b>1996-July 2020</b>	<b>Y</b>
<b>Jayne Ryan Kuroiwa - Interim</b>	<b>Aug 2020-Present</b>	<b>Y</b>

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

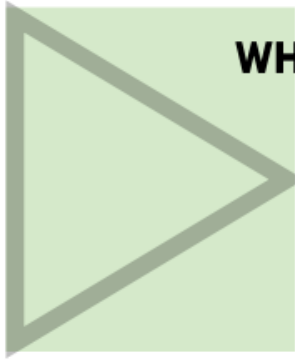
**HKUCC has always had a covenantal relationship with our Pastors and ministerial leaders. Again, we are family, brothers-and-sisters-in-Christ. The longevity of our Pastors and members speaks for itself.**

Has any past leader left under pressure or by involuntary termination? Y/N/Ask us  
**No**

Has your church been involved in a Situational Support Consultation? Y/N/Ask us  
**No**

Has a past pastor been the subject of a Fitness Review while at your church? Y/N/Ask us  
**No**





## WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

---

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

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?*

**Locally we support financially and/or with volunteer help to:**

**River of Life Mission, which provides services to people in need. Twice a year we prepare and serve meals. We also have an informal service with those that we feed.**

**John 17:21 Ministry, which brings people of diverse abilities together for worship and fellowship. Two of our members play vital roles in this Ministry. Our church prepares and serves a meal, our Music Ministry provides music, and our Pastor will conduct services once or twice a year.**

**UCC Transition House, which provides a safe house for women and their children who are survivors of domestic violence. A member of our congregation sits on its Board. We actively participate in their dinner fund drive and provide volunteers when the need arises.**

**Shelter of Wisdom, which provides crisis housing for men who have physical or mental issues, or drug addictions.**

**InterVarsity Christian Fellowship, a campus ministry that advances witnessing communities of students and faculty.**

**Globally we continue to financially support two missionaries in various parts of the world.**

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

**We send delegates to all United Church of Christ meetings and conferences. Our church is "5-for-5" in contributions.**

**Members of our congregation have served or are serving on these UCC Committees:**

**Oahu Association Church Development Committee  
Oahu Association Committee on Ministry Fitness Review as a consultant  
Hawaii Conference Minister Search Committee  
Southern California Ecumenical Council (As one of three UCC representatives)  
President of the Oahu Association United Church of Christ  
Hawaii Conference Council Secretary  
Hawaii Conference Foundation Investment Committee  
Hawaii Conference Disaster Coordinator  
Oahu Association Delegate to Synod  
Hawaii Conference Nominations Committee representing the Oahu Association  
Oahu Association Chair of the Committee on Ministry**

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?

**These UCC statements resonate with many of our members. While the passion exists, we have not officially identified our congregation with these UCC designations.**

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

**Some of our young adults have started a Zoom fellowship which has participants from other**  
LOCAL CHURCH PROFILE

**churches. We have joint services with other churches to celebrate Thanksgiving and Easter. Our church and The Church of Jesus Christ of Latter-day Saints put on a Christmas scenes display for our entire community to enjoy. Youth and young adults have joined us in our annual camp for fellowship and service. We have sent our youth to Urbana in Missouri for the InterVarsity Christian Fellowship conferences.**

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.

**We are living out our Role and Mission Statement in our daily lives.**

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?

**We have one pastor. The range of duties and responsibilities takes up most of their time. Where there are community and neighborhood events, our pastors have participated, but the lead role is usually thru laity.**

## **MISSION InSite**

---

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

**An upward trend in school age children and their families present the biggest opportunity for growth in our congregation.**

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?

**a) We are less diverse and older. More than 50% of the working congregation are white collar.**

**b) Same as above**

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

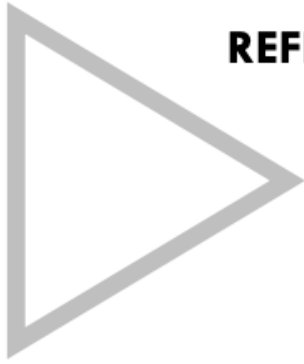
**Community demographics suggest we are not as ethnically diverse and we are older. We have long wanted to be closer to our true neighborhood demographics. That said, the community demographics have not really shaped our ministry efforts.**

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

**We are a good source for help when the need arises. We have not committed to any long-term community or school projects.**

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

**When a newcomer experiences the warmth and aloha from the congregation, they want to get involved in the life of the church.**



## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

**Pastor Jayne Ryan Kuroiwa – Interim Pastor / HKUCC**  
(440) 773-0306 / [pastorjayne@hawaii.rr.com](mailto:pastorjayne@hawaii.rr.com) / Interim Pastor HKUCC

### REFERENCE 2

**Desmond Ogata – Son of Members Jean & George Ogata**  
(808) 429-1194 Cell / [dogata@hawaii.edu](mailto:dogata@hawaii.edu)

### REFERENCE 3

**Mark Chinen - Professor of Law, Seattle University School of Law**  
(206) 794-1956 (cell) / [mchinen@seattleu.edu](mailto:mchinen@seattleu.edu) preferred means of contact

## PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry. Describe a significant experience you have had of this church’s ministry. Anything else you wish to share.

Dear Colleagues,

You want to look further at this church. Local church pastors will find much to love and admire at Hawaii Kai UCC.

While most congregations claim to be friendly, this one hits high on that quality in reality. Not only do they welcome the newcomer, but they show honor and respect for the members and staff of the church. This is fed, not only by Hawaii's values of *aloha* and *kokua*, but by the grounded spiritual faith of a broad majority of members.

Servant leadership informs the structure of this organization. Ministry teams are self-selected and largely self-governing. Decisions at Council and congregational meetings are almost exclusively determined by consensus rather than individual vote. This year the congregation will celebrate its 38<sup>th</sup> Anniversary. Two long-term, steady, and competent pastors have instilled the gracious, casual, and peaceable DNA which operates here.

Financially Hawaii Kai UCC comes out of 2020 in better shape than many other churches. Moving from a rented school cafeteria to online worship allowed them to end the year in the black. Returning to a new rented space will be a challenge, but significant financial reserves place the congregation in good shape to maneuver in the coming years.

The church enjoys a good relationship with Association and Conference Ministers and supports their programmatic events offered on our island.

I would describe the local community as middle class to upper middle class. It reflects a population of educated professional workers and retirees. Downtown Honolulu is roughly 10 miles and 30 minutes by car. Much of Hawaii Kai is easily accessible by bicycle.

What could be improved? Few understand the depth and breadth of the denomination and its ministries. Faith formation for children and adults is run expeditiously, but without a foundational set of expectations or goals. Pastoral leadership will be needed in order for them to become a missional church well-known in the community.

If you are the type of pastor who needs to have a firm hand on everything that happens in your church, then this is not the place for you. However, if you prefer shared ministry with lay leaders who are capable of leading the majority of the ministries, I hope you feel the Spirit's nudge to candidate at Hawaii Kai UCC.

I am open to conversations with candidates after they have met with the Search Committee.

Jayne Ryan Kuroiwa, Intentional Interim Pastor

To: Pastoral Selection Committee

From: Desmond Ogata

Subject: Letter of Reference

Date: 04-26-21

Aloha,

My name is Desmond Ogata , son of George and Jean Ogata who are members of the Hawaii Kai UCC church. Although my dad has since passed on in 2018, my mom is still with us. They have been long time members of your church and attended weekly services at the Hahaione Elementary School location. My mom's health has regressed over the past year after falling last summer. A fracture and major operation on her leg left her immobile and currently confined to a nursing home. She can no longer physically attend services but still keeps in touch with many church members.

I myself is not a member but I did occasionally attend a few Sunday services by invitations of my mom. I've gotten to know few of the senior members though my mom and still keep in touch with them via cell phone texting. But from many different stories shared by my parents, they were completely blessed with all what the church had to offer. The pastor and other members welcomed both into the Ohana and made them feel comfortable.

Since both parents grew up mostly in a Buddhist upbringing, they turning to accept Christ were a major step in their lives. While they were still mobile and able, they got involved with the activities and made lifetime friends with others. It was very touching stories at different times and more and more as they aged, they were soon being looked after by the younger members. My mom physically became wheel chair bound and not able to walk well would be picked up by one of the men and driven to service just out of their caring heart. This was so amazing and although my mom felt bad, she'd was so touched to be able to attend services when she could. I am ever so thankful for this church and know that God's love extends through the Ohana there.

Since I'm not an active member at this church, I have only a small glimpse of their activities and functions on a weekly basis. I am presently a member of the Makiki Christian church in town and spend most of my time involved with our young youths. We have several activities that we had our youths involved prior to the Pandemic. Mostly small events throughout the year. We'd have youth camps that included multiple churches in the UCC congregation. An annual Festival event that is open to the neighborhood close and far. My youths would help man the food booth on these days. Also our church would volunteer preparing meals for the Next Step shelter. Occasionally some of youths would participate with the older members. From little experience, I don't know how much involvement the

Hawaii Kai UCC church is involved in the community. How much effort is also made to reach out to the surrounding neighbors that could be welcomed to visit or join the congregation?

With many of the elder members passing on, membership has dwindled. That is also true for our own church as well. But there is a need to reach out to interested individuals or families to help grow the Ohana in the years to come. Not sure if being in a school site setting is any hindrance as compared to actual church structure will make a difference. I think that the welcomed experience one would have in their first visit is a lasting one and may result in future returns to worship in a place where God's love is felt.

I am ever so grateful for this church's love for my parents. Each little story shared is just amazing and my parents were so blessed in their senior years. What more can you ask for. Even till this day, there are a couple members that would text my mom who is touched by their caring messages of encouragement but mostly to know that she is okay. Physically she cannot get around like she use to years ago but would always say, how come these people care so much and continue to bring joy in her life? I respond by saying she at one time was doing to same so today you are witnessing the love being extended out to you. She feels s she doesn't deserve all this gracious sharing but God is in a way showing her that he appreciates past ministry of helping others while she was healthy. The members are dear to her and me and cannot thank them enough. If it wasn't for the Hawaii Kai UCC church, my parents golden years wouldn't have been so bountiful and filled with Love.

I pray that your congregation will find a new pastor as I know the process is enduring. I was asked if I might offer myself as a reference and contact by potential candidates and agreed to prepare this written letter to help however I could . They can reach me directly via cell phone or email if need be.

Contact: [dogata@hawaii.edu](mailto:dogata@hawaii.edu) or by cell at (808)-429-1194.

Mahalo and my Blessing to this search committee,

Desmond Ogata



Mark Chinen

Professor of Law, Seattle University School of Law

206-794-1956 (cell)

[mchinen@seattleu.edu](mailto:mchinen@seattleu.edu) (preferred means of contact)

regular visitor since the mid-2000s

*Describe some of the areas of strength in this church's ministry*

HKUCC's strengths in ministry stem from the cohesiveness of its members. The members know each other, like and respect each other, and support each other in almost every aspect of their lives. The congregation sustains these relationships in formal and informal ways, through worship, Bible study groups, informal meals, hikes, picnics, movie nights, and the like.

This cohesiveness is combined with a high level of lay participation in worship, education and spiritual formation, pastoral care, and the church's witness and outreach to the wider community. Concerning its witness, pre-COVID, members of the congregation participated regularly in UCC ministries that work with people experiencing homelessness and others with special needs. It serves other UCC congregations by working with young people from those churches.

With regard to its outreach, HKUCC is a welcoming and enfolding church. Several members of my home church in Seattle have ties to Hawaii. Those people have progressed from visiting HKUCC to becoming parts of the community whenever they attend, thanks to the hospitality extended to them.

*Describe some areas for improvement in this church's ministry*

Areas for improvement have to do with the aging of the congregation and with the demographics of Hawaii Kai. This challenge is of course not unique to HKUCC. The community began as a church plant of a larger congregation, and a group of energetic and engaged families formed the church's core. HKUCC thus began as a family-oriented, intergenerational community. This ethos persists today, and the parents of those 'founding' families and those who joined thereafter continue to form the backbone of the congregation.

At the same time, those parents have now reached retirement age and beyond. Some of their children now have families of their own and remain actively involved. That is less the case for others, as children have moved away. This is consistent with broader demographic shifts. In 2016, 36.4% of the population of Hawaii Kai was 40-64 years old, and another 23.4% were 65 years old and over. (In 2019, the median age in the 96825 area was 46.7 years old.) This strikes me as a slightly older population than was likely the case in Hawaii Kai when the church was first established.

Obviously, folks of this age need ministry too, and at least one of the church's most recent

members and many of their visitors are of this age, including me. I would imagine, however, that to sustain itself over the longer term, that the church would benefit if HKUCC's ministries extended to a somewhat younger group of people. The church is poised to do so, and in fact there are some people in their late 20s and early 30s who are taking on leadership roles.

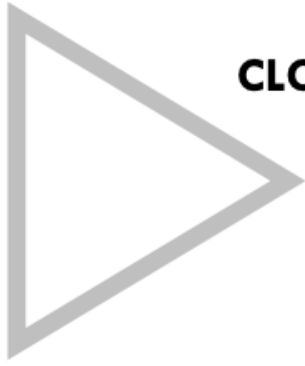
*Describe a significant experience you had of this church's ministry*

For many years, HKUCC held an annual church camp at a beach park. Two years ago, my daughter and I attended. On the first afternoon of the camp, everyone showed up to help set up the tents and the kitchen.

The first meal for the camp was shoyu chicken, a vegetable, and rice. I hung around the kitchen area to talk and to help out.

The rice was made in the old-school way: rice and water in a big pot over a camp stove, not with an electric rice cooker. The person primarily in charge of the meal has cooking rice in pots down to a science. I asked her why the church did not use big rice cookers. The woman responded that she was used to making it this way. She added that when the church kids were growing up, the church taught them this technique, so when they went to the mainland for school and wanted a reminder of home, they could make rice for themselves even though they did not have expensive rice cookers.

That conversation and the whole of that camp captures the essence of HKUCC for me.



## **CLOSING THOUGHTS**

**CLOSING PRAYER**

**STATEMENT OF CONSENT**

**CONFERENCE/ASSOCIATION VALIDATION**

### **CLOSING PRAYER**

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

This is a cherished song written by our founding Pastor, Philip Mark. It embodies the common feelings and emotions of our past and present-day congregations.

#### **FAMILY OF FAMILIES**

(Used by permission from Rev. Philip Mark)

#### **REFRAIN:**

FAMILIES OF ORIGIN, FAMILIES OF FAITH  
WOVEN TOGETHER IN THIS TIME AND PLACE  
FAMILY OF FAMILIES BY GOD'S OWN DESIGN  
CALLED INTO WORSHIP, SENT FORTH AS A SIGN.

#### **Verse 1:**

MOTHERS AND FATHERS WE HAVE MORE THAN ONE  
SISTERS AND BROTHERS ARE THERE ON THE RUN  
GRAND MOTHERS, GRAND FATHERS THERE FOR US ALL  
AUNTIES AND UNCLES WHO MAKE US FEEL TALL  
SINGING AND SHARING OF JOYS AND OF DREAMS  
THANKFULLY KEEPING OUR OLD MEMORIES  
DIFFERING, ARGUING, WONDERING HOW, THIS  
FAMILY OF FAMILIES CAN KEEP GOING ON (Back to REFRAIN)

#### **Verse 2:**

CALLED TO BE PEOPLE WITH GLOBAL REGARD  
CREATIVE STEWARDS OF AIR, LAND, AND SEA  
BOLDLY BELIEVING OUR FAMILY TIES  
REACH BEYOND BORDERS OF CULTURE AND TIME  
MEANT TO BE SERVANTS IN WORD AND IN DEED  
NEEDS OF OUR FRIENDS, AND OUR FRIENDS YET TO BE  
LOVE THAT IS TENDER AND LOVE THAT IS TOUGH  
THE FAMILY OF FAMILIES MUST KEEP GROWING UP!

## 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 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.

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.)

**Dedicated Pastoral Search Committee**

2. Additional comments for interpreting the profile:

Signed:

Edward Kohara

Jeffrey Nishimura, Chairperson

Jerry Fujita

Kathi Wiley

Micah Ganiron

Susan Tengan

Hawaii Kai United Church of Christ Pastoral Search Committee

April 26, 2021

## VALIDATION BY CONFERENCE/ASSOCIATION

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

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

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

My signature below attests to the above three items.

Signature: Name / Title: Email: Phone:

Date:

**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***

## HKUCC Profile Additions

<u>Document</u>	<u>Pages</u>
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Future Directions from 2020 Annual Report	41
Role & Mission Statement	42
Congregational Statement of Faith	43
Vision Statement	44
Eleven Year Church Profile	45
Mission InSite Report	46 – 55
2021 Spending Plan	56 - 60



Aloha Photo for Lawson & Shilling Kendall



Baptism Photo (Top)

Worship at Hahaione Cafeteria (Bottom)





**Hawaii Kai United Church of Christ**  
**2020 Annual Report**

Future Directions Statements  
(2018)

1. With Jesus Christ as the foundation of our faith, we are open to the Holy Spirit to guide the use of our gifts and passions. As servant-hearted people, we are confident in trying new ways of doing ministry, welcoming new people to authentic relationships with Jesus and one another. We do this with the support of our church family, our community of faith.
2. We are a family of faith utilizing the gifts God has given us to provide opportunities to establish a relationship with Him and others. Our diverse and shared wisdom guides and supports the inclusivity and understanding of all generations.
3. We recognize that everyone is on an ongoing journey of faith and that we are at different places on this journey. We provide a safe and welcoming place for people of all ages to explore their relationship with God through worship, fellowship, friendships, small group studies, interest groups, service, ministry teams and more. In all of this, sojourners will feel loved and cared for so all will grow in their relationships with God.

## **Role and Mission Statement**

*(Who are we? What do we do? Where are we headed?)*

Hawaii Kai United Church of Christ is a community of people reconciled to God through Jesus Christ. In gratitude we wholeheartedly worship God, steadfastly follow Jesus' commands and love one another as Jesus loved us. We seek to be a beacon of hope to a sinful and broken world by sharing the love of Christ in word and deed.

## **Key Result Areas and Goals**

*(What results do we need to see if our vision is to unfold?)*

To become a **WORSHIPPING COMMUNITY** that:

- recognizes and is grateful for all that God has done for us through Jesus Christ.
- responds to God by surrendering to His will, being obedient and glorifying God in all we say and do
- lives in the Kingdom of God by integrating its values, commitments and priorities into our daily lives.
- gives the best of ourselves (our gifts, talents and time) when we gather in worship.

To become a **LEARNING COMMUNITY** that:

- equips each person to be a knowing, growing and showing disciple of Jesus Christ
- seeks to know God and to discern God's will through prayerful Bible study.
- is intentional in creating opportunities to learn, experience and mature in the disciplines and practices of our faith.

To become a **LOVING COMMUNITY** whose members:

- "bear one another's burdens" (Galatians 6:2), "live in harmony with one another" (Romans 12:16), "encourage one another and build each other up" (1 Thessalonians 5:11), "forgive one another" (Colossians 3:13) and "love one another deeply, from the heart" (1 Peter 1:22).
- seek to lovingly support and hold each other accountable to become more Christlike.

To become a **WITNESSING and SERVING COMMUNITY** that:

- recognizes the one true God and removes the false gods (attitudes and idols) from our life.
- proclaims and demonstrates the Good News of Jesus Christ whether together or apart, in all settings of our lives.
- promotes God's peace and justice by taking action to address human suffering and social inequity.
- humbly serves the larger community for the purpose of being a witness to Jesus Christ.

**Our Congregational Statement of Faith**  
(Written on the occasion of our second anniversary)

LEADER: Let us remind ourselves of what guides our faith, our life together, and our mission.

**ALL: We believe that God is building a New Earth, dissolving barriers that separate a person from God, husband from wife, child from parents, insiders from outsiders, and sacred from secular.**

LEADER: We believe that Jesus was God's own Son.

**ALL: He was sent to destroy the power of sin in the world. He came to be with us in our pain, hurt, and fear; he came to share our joy. He came to forgive us our sins, as we forgive the sins of others.**

LEADER: We believe that Jesus is very much alive today in the person of the Holy Spirit.

**ALL: It is the power of God in the midst of our everyday lives. The Spirit inspires and illumines us, challenges and corrects us, helps and heals our hearts and minds and relationships. The Spirit resides in everyone who willingly puts his or her trust in God.**

LEADER: We believe that the Church is God's way of spreading the good news about Jesus Christ to the world.

**ALL: We are the Church: we are God's eyes and ears, hands and heart for a needy world.  
We are not perfect, but we are forgiven.  
We are fragile, yet we are secure.  
We are loved, and learning to be more loving.  
We have been created by God, in order to be creative for God.  
TO GOD BE THE GLORY! AMEN AND AMEN!**

**Vision Statement:**

Hawaii Kai United Church of Christ is God's community of hope, faith, and love, a light in the world. The world sees the light of Christ in us and is drawn into a relationship with Christ. We are continually devoted to being filled by the Holy Spirit so that the Christ's light shines in our relationships with God, with one another, and with the world.



*God is still speaking.*  
**UNITED CHURCH  
OF CHRIST**

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

**LOCAL CHURCH PROFILE**

**Church#:** 140838

**Assoc:** 196

**Schedule:** 0

Honolulu

HI 96825

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	113	98	27	0	3	0	3	0	0
2010	112	100	28	0	2	0	3	0	-1
2011	112	96	28	0	0	0	0	0	0
2012	116	95	27	0	5	1	2	0	4
2013	118	93	24	0	1	4	2	2	1
2014	116	91	22	0	0	0	2	0	-2
2015	117	86	23	0	0	2	1	0	1
2016	115	77	18	0	0	2	4	0	-2
2017	116	77	41	0	1	0	0	0	1
2018	112	70	39	0	0	0	4	0	-4
2019	114	70	51	0	0	3	1	0	2

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	\$136,087	\$0	\$5,750	\$10,073	\$15,823	\$13,045	\$28,868	4.23	\$164,955	\$145,512
2010	\$136,053	\$0	\$6,000	\$8,871	\$14,871	\$12,773	\$27,644	4.41	\$163,697	\$161,879
2011	\$166,471	\$0	\$6,500	\$10,328	\$16,828	\$11,081	\$27,909	3.90	\$194,380	\$191,580
2012	\$143,889	\$0	\$5,500	\$7,605	\$13,105	\$10,788	\$23,893	3.82	\$167,782	\$176,497
2013	\$143,889	\$0	\$6,500	\$7,080	\$13,580	\$11,001	\$24,581	4.52	\$168,470	\$181,549
2014	\$147,890	\$0	\$6,000	\$8,625	\$14,625	\$11,460	\$26,085	4.06	\$173,975	\$169,541
2015	\$161,829	\$0	\$6,000	\$6,396	\$12,396	\$8,572	\$20,968	3.71	\$182,797	\$174,865
2016	\$163,818	\$0	\$6,000	\$4,798	\$10,798	\$11,792	\$22,590	3.66	\$186,408	\$182,447
2017	\$160,200	\$0	\$7,945	\$4,887	\$12,832	\$22,415	\$35,247	4.96	\$195,447	\$203,700
2018	\$160,200	\$0	\$8,790	\$11,375	\$20,165	\$11,188	\$31,353	5.49	\$191,553	\$204,483
2019	\$167,110	\$0	\$8,740	\$6,614	\$15,354	\$16,943	\$32,297	5.23	\$199,407	\$212,014

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-1.72	-23.08	131.82	0.00	-50.00	13.00	4.98	14.62
2009-2019	0.88	-28.57	88.89	0.00	-66.67	22.80	-2.96	20.89

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.

# The QuickInsite Report

Prepared for: Local Church Ministries of the Natl Office UCC (United Church of Christ)  
Study area: 5 mi Around 6650 Hawai'i Kai Drive, Honolulu, Hawaii 96825, United States

Base State: HI  
Current Year Estimate: 2020  
5 Year Projection: 2025  
10 Year Forecast: 2030  
Date: 3/18/2021  
Semi-Annual Projection: Fall

## About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

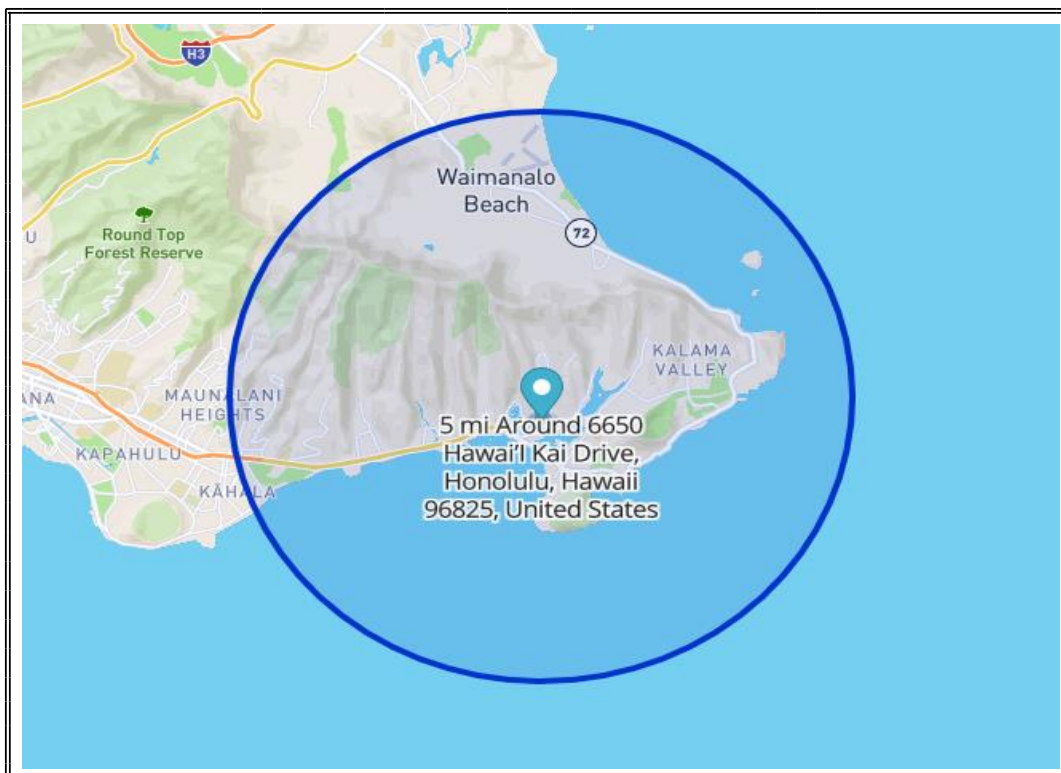
## Two Sections

Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.
- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

## THE STUDY AREA



## More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

# StoryView

## Significant Demographic Indicators of the Study Area's Story

1	<b>Population Change</b>					
	In the 10 year future, how is this area expected to change? (See Population and Families Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
2	<b>School Age Change</b>					
	In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
3	<b>Families with Children</b>					
	Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
4	<b>Adult Educational Attainment</b>					
	For this area, what is the general level of education of the adults 25 and older? (See Education and Career Status Theme)	Very Low	Low	Mixed	High	Very High
5	<b>Community Diversity Index</b>					
	How diverse is the racial/ethnic mix of this area? (See Community Diversity Theme)	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse	Extremely Diverse
6	<b>Median Family Income</b>					
	How does the median family income compare to the state for this area? (See Financial Resources Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
7	<b>Poverty</b>					
	Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	<b>Blue to White Collar Occupations</b>					
	On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
9	<b>Largest Racial/Ethnic Group</b>					
	In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

# ThemeView

## Demographic Descriptions of the Study Area

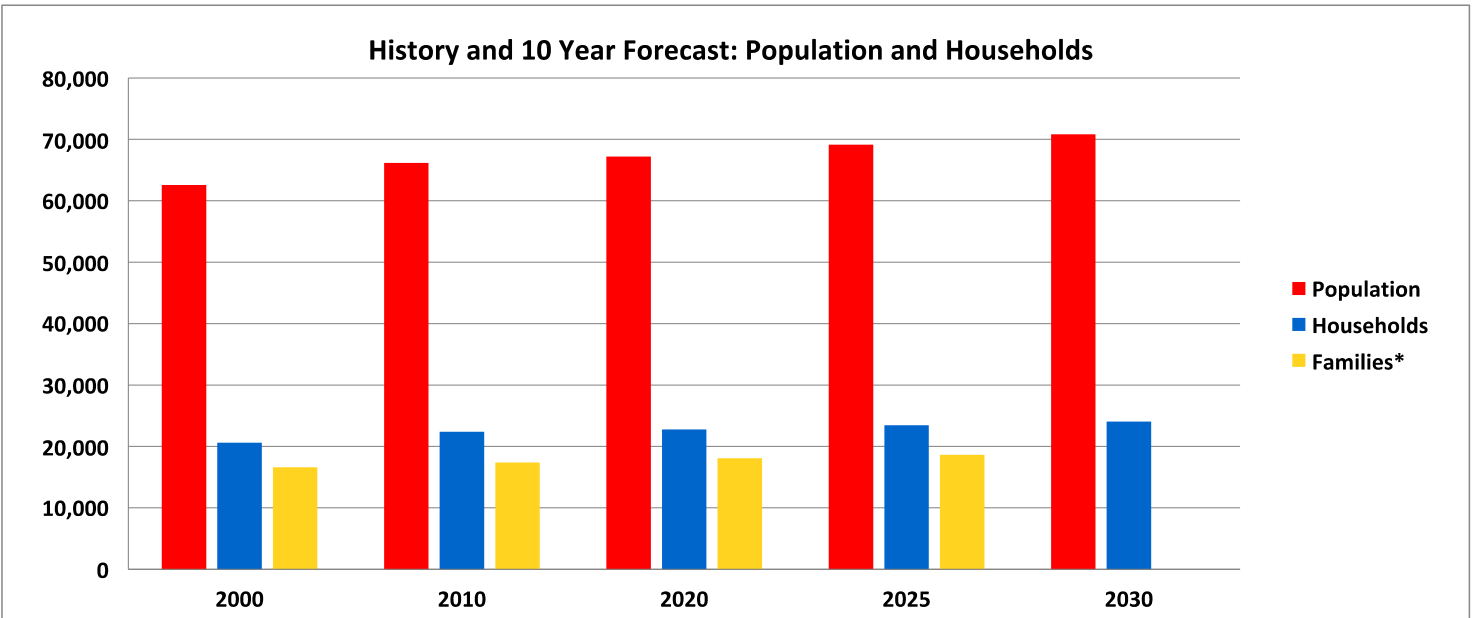
Study area: 5 mi Around 6650 Hawai'i Kai Drive, Honolulu, Hawaii 96825, United States

Date: 3/18/2021

### Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

#### Population and Household History with 5 and 10 Year Projected Change



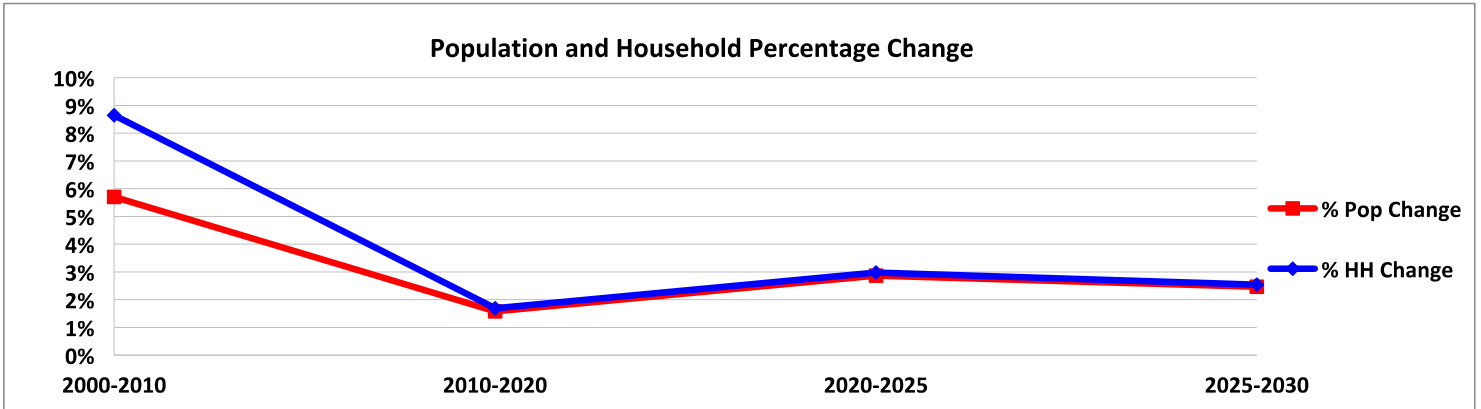
NOTE: Family Household data is not projected out 10 years.

Population, Households & Families					
	2000	2010	2020	2025	2030
Population	62,582	66,154	67,197	69,122	70,828
Population Change		3,572	1,043	1,925	1,706
Percent Change		5.7%	1.6%	2.9%	2.5%
Households	20,619	22,402	22,780	23,459	24,056
Households Change		1,783	378	679	0
Percent Change		8.6%	1.7%	3.0%	0.0%
Population / Households	3.04	2.95	2.95	2.95	2.94
Population / Households Change		-0.08	-0.00	-0.00	-0.00
Percent Change		-2.7%	-0.1%	-0.1%	-0.1%
Family Households	16,614	17,395	18,072	18,636	
Family Households Change		781	677	564	
Percent Change		4.7%	3.9%	3.1%	



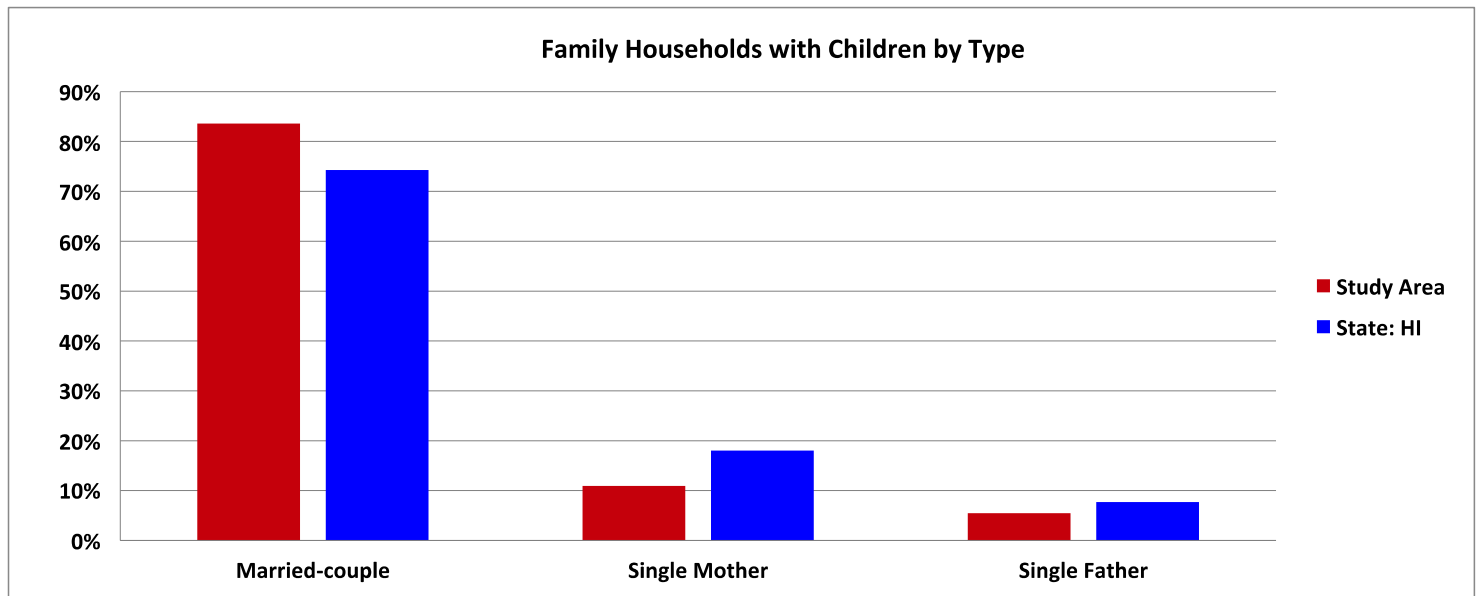
## Population and Households Theme

### Population and Household History with 5 and 10 Year Projected Percentage Change



### Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



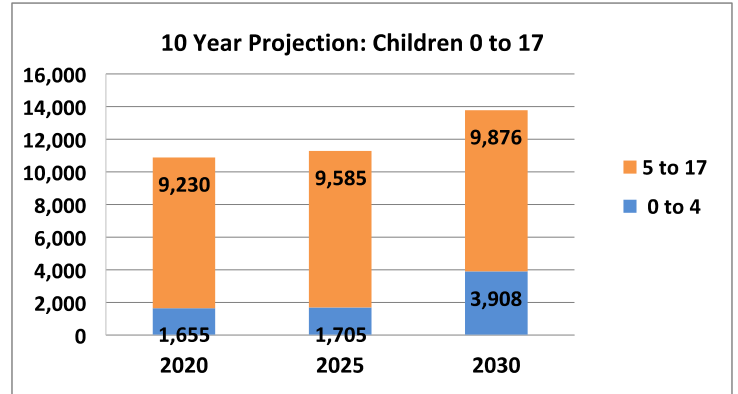
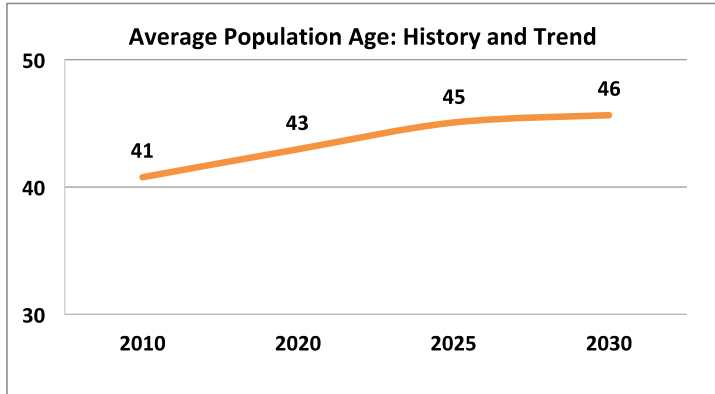
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year				2010 to 2025 % Change	Percent of all Hhlds by Year			2010 to 2025 % Change
	2010	2020	2025			2010%	2020%	2025%	
Family: Married-couple	5,621	4,897	4,752	-869	-15.3%	76.8%	83.6%	82.6%	5.8%
Family: Single Mother	1,219	640	658	-561	-45.9%	16.7%	10.9%	11.4%	-5.2%
Family: Single Father	475	320	340	-135	-28.4%	6.5%	5.5%	5.9%	-0.6%
<b>Total:</b>	<b>7,315</b>	<b>5,857</b>	<b>5,750</b>	<b>-1,565</b>	<b>-21.4%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	

## Age Theme

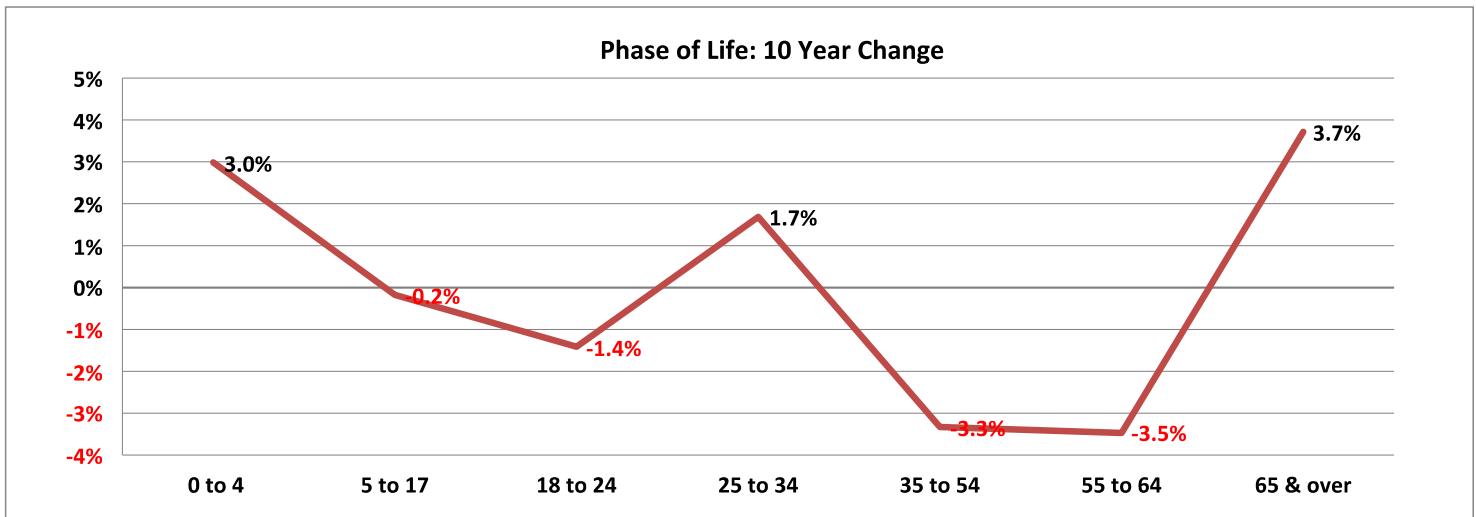
### 10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



### Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2020	2025	2030	2010%	2020%	2025%	2030%
Before Formal Schooling: 0 to 4	3,330	1,655	1,705	3,908	5.0%	2.5%	2.5%	5.5%
Required Formal Schooling: 5 to 17	10,106	9,230	9,585	9,876	15.3%	14.1%	14.3%	13.9%
College/Career Starts: 18 to 24	4,120	5,646	5,306	5,118	6.2%	8.6%	7.9%	7.2%
Singles & Young Families: 25 to 34	6,326	6,527	7,825	8,267	9.6%	10.0%	11.6%	11.7%
Families & Empty Nesters: 35 to 54	18,853	14,739	13,399	13,614	28.5%	22.5%	19.9%	19.2%
Enrichment Yrs Singles/Cpls: 55 to 64	10,219	10,211	9,736	8,605	15.4%	15.6%	14.5%	12.1%
Retirement Opportunities: 65 & over	13,201	17,355	19,684	21,439	20.0%	26.6%	29.3%	30.3%
<b>Total:</b>	<b>66,155</b>	<b>65,363</b>	<b>67,240</b>	<b>70,827</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

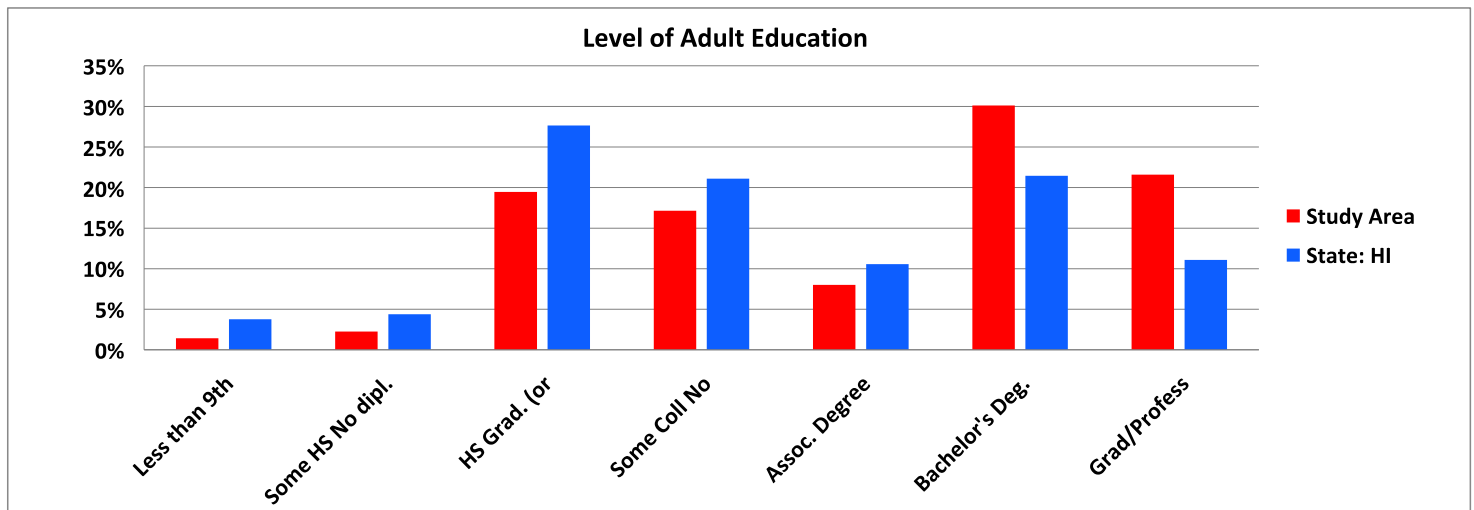
## Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

### Adult Educational Attainment

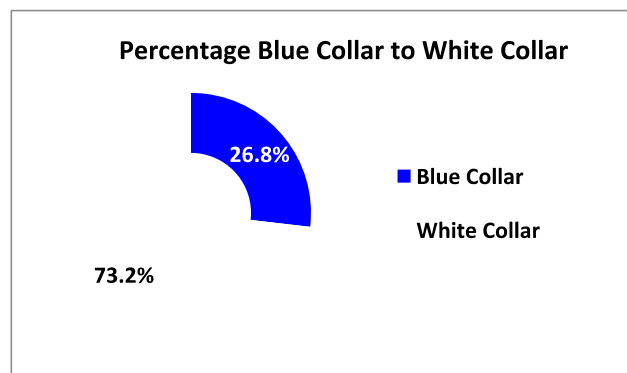
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

### Adult Educational Attainment Compared to the State of HI



Education Level of Adults 18 Years and Older	Actual Hhlds by Year		2020 to 2025 Change	Percent of all Hhlds by Year		2020 to 2025 % Change
	2020	2025		2020%	2025%	
Less than 9th Grade	695	766	71	1.4%	1.5%	0.1%
Some High School, No diploma	1,099	1,132	33	2.3%	2.2%	0.0%
High School Graduate (or GED)	9,506	9,643	137	19.5%	19.0%	-0.4%
Some College, No degree	8,375	8,471	96	17.2%	16.7%	-0.4%
Associate Degree	3,914	3,964	50	8.0%	7.8%	-0.2%
Bachelor's Degree	14,698	15,732	1,034	30.1%	31.1%	1.0%
Graduate or Professional school degree	10,544	10,936	392	21.6%	21.6%	0.0%
<b>Total:</b>	<b>48,831</b>	<b>50,644</b>	<b>1,813</b>	<b>100.0%</b>	<b>100.0%</b>	

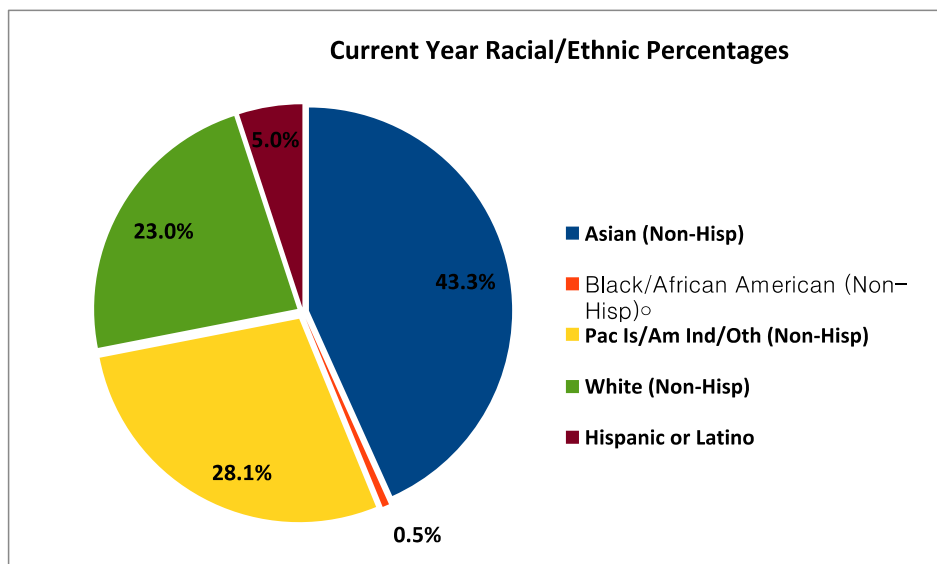
### Career Types: Blue Collar and White Collar



## Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

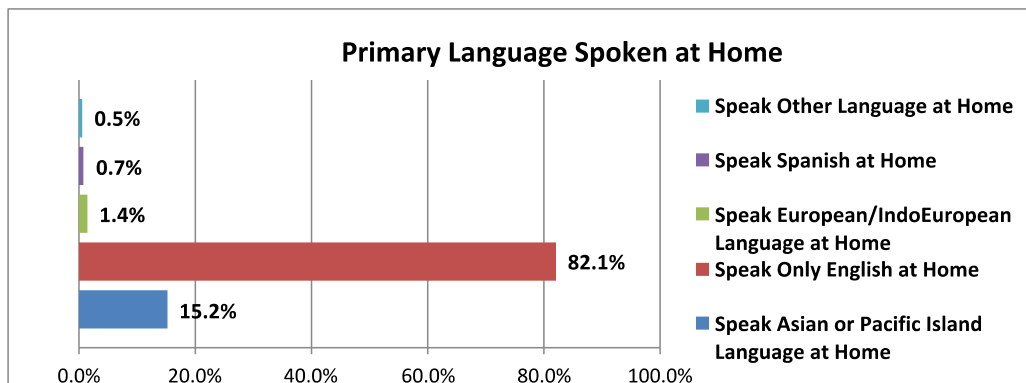
### Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

### Race and Ethnic History and Trends

Racial/Ethnicity by Year	Actual Population by Year			2010 to 2025 Change	Percent of all Pop by Year			2010 to 2025 % Change
	2010	2020	2025		2010%	2020%	2025%	
Asian (Non-Hisp)	28,967	29,080	29,915	948	43.8%	43.3%	43.3%	-0.5%
Black/African American (Non-Hisp)	283	358	371	88	0.4%	0.5%	0.5%	0.1%
White (Non-Hisp)	15,429	15,479	15,964	535	23.3%	23.0%	23.1%	-0.2%
Hispanic or Latino	3,327	3,383	3,477	150	5.0%	5.0%	5.0%	0.0%
Pac Is/Am Ind/Oth (Non-Hisp)	18,148	18,897	19,395	1,247	27.4%	28.1%	28.1%	0.6%
<b>Total:</b>	<b>66,154</b>	<b>67,197</b>	<b>69,122</b>	<b>2,968</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	

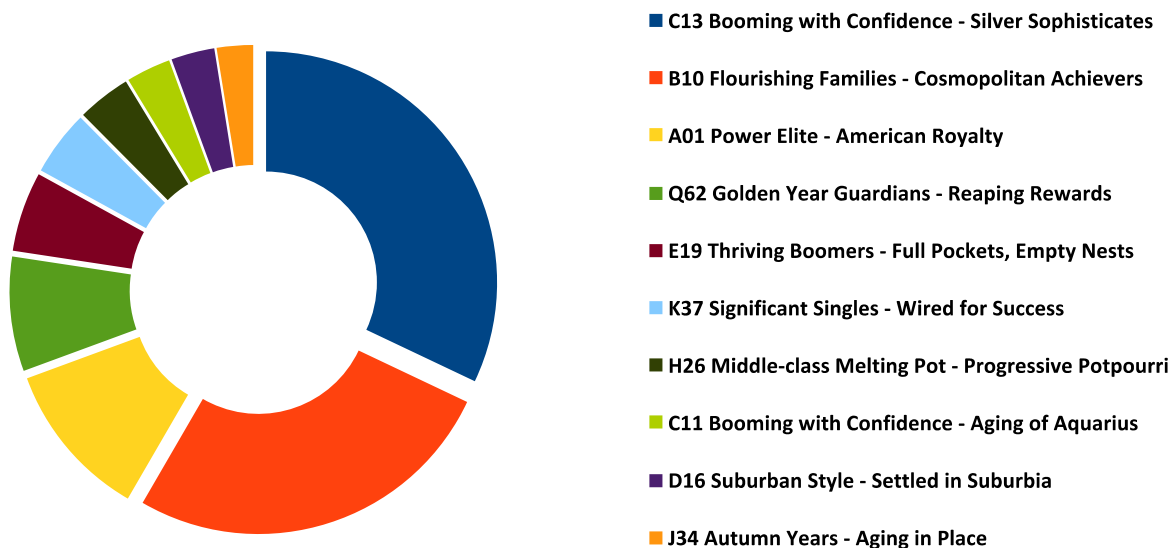


## Community Diversity Theme

### Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.

Top 10 Mosaic Segments



Mosaic	Study Area		State		Comparative Index
C13 Booming with Confidence - Silver Sophisticates	6,423	28.2%	22,108	4.6%	613
B10 Flourishing Families - Cosmopolitan Achievers	5,275	23.2%	73,868	15.4%	151
A01 Power Elite - American Royalty	2,212	9.7%	4,127	0.9%	1131
Q62 Golden Year Guardians - Reaping Rewards	1,604	7.0%	18,612	3.9%	182
E19 Thriving Boomers - Full Pockets, Empty Nests	1,120	4.9%	28,192	5.9%	84
K37 Significant Singles - Wired for Success	916	4.0%	14,819	3.1%	130
H26 Middle-class Melting Pot - Progressive Potpourri	752	3.3%	32,278	6.7%	49
C11 Booming with Confidence - Aging of Aquarius	625	2.7%	11,777	2.5%	112
D16 Suburban Style - Settled in Suburbia	609	2.7%	6,764	1.4%	190
J34 Autumn Years - Aging in Place	508	2.2%	11,594	2.4%	92
	20,044		224,139		

### Learn about your Mosaic Households

#### To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

Faith based clients: To access the Mosaic application guide click on:

[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

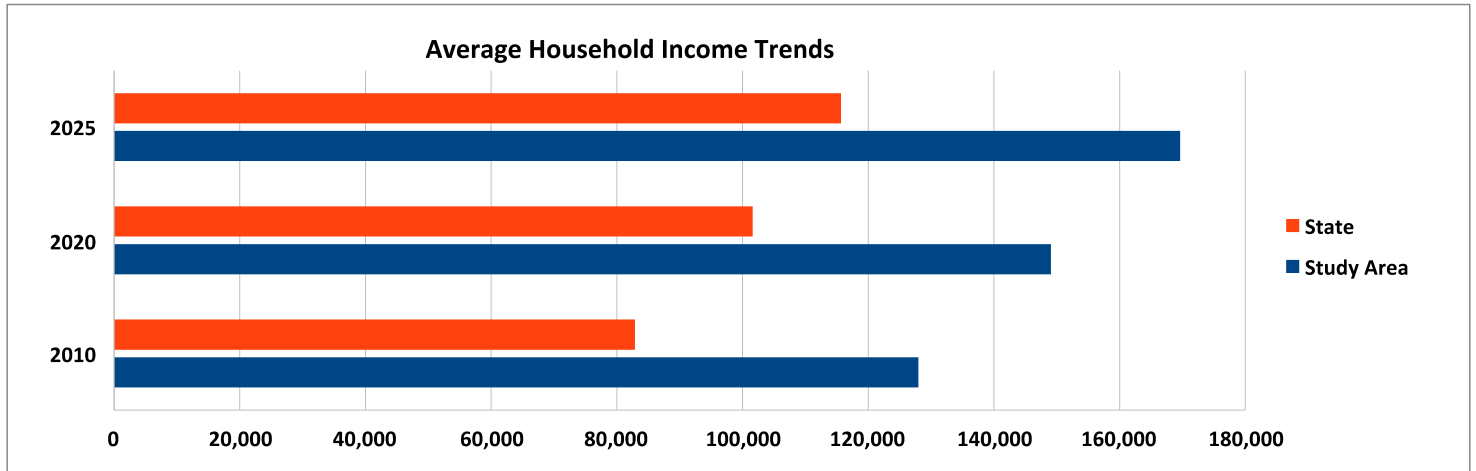
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

LOCAL CHURCH PROFILE

## Financial Resources Theme

Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

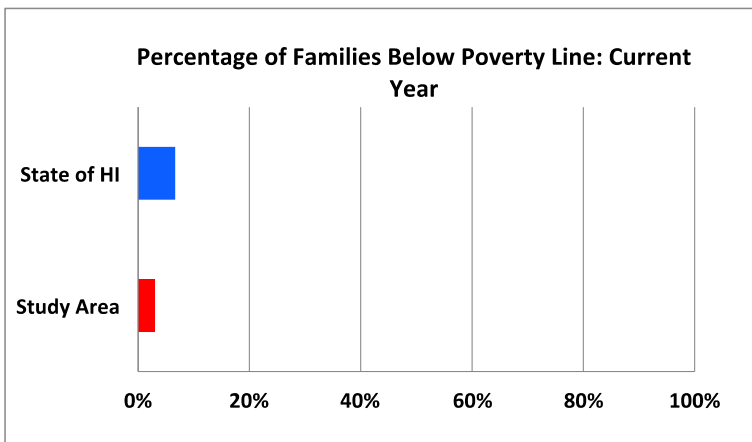
### Household Income



### Income Trends: Households and Families

	2010	2020	2025	2010 to 2025 Change
Average Household Income	127,973	149,056	169,640	41,667
Median Household Income	102,012	122,754	136,652	34,640
Per Capita Income	43,336	50,530	57,573	14,237
Median Family Income		133,868	133,190	678

### Poverty



Poverty Level	Pop	Area % Pop	HI % Pop
Above poverty level	17,519	96.9%	93.3%
Below poverty level	553	3.1%	6.7%
	<b>18,072</b>	<b>100.0%</b>	<b>100.0%</b>

## Supporting Information

### Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

### Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

**Change over time:** Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

**Color Coding:** Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

### Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

**Indexes:** Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

### Support

If you need support with this report, please email MissionInsite at [misupport@missioninsite.com](mailto:misupport@missioninsite.com).

[Download QuickInsite Worksheet \(To open in a new Tab hold Control key when you click on the link\)](#)

**Hawaii Kai United Church of Christ  
2021 Spending Plan - Operations  
Comparison to 2020 Plan and 2019 Actual**

**11/12/20 FINAL**

**Assumptions**

- 1 Assumes that the church engages in some form of physical gathering beginning July 1, 2021. Hopefully anticipates the availability of accessing and renting the Hahaione cafeteria.
- 2 Assumes Called Pastor will be in place beginning July 1, 2021.

**Classification Clarifications**

- 1 **Sato Estate Costs** are considered non-operational and will ultimately be funded by unrestricted reserves.
- 2 **Our Church's Wider Mission (OCWM)** has been reclassified from the Covenantal Relationships section to the Missions section under World Mission Support. OCWM offers support to ministries of the Hawaii and National UCC. Such ministries include: Ministry Leadership Support, Congregation Vitality, Youth Ministries, Justice Immersion Centers, Youth Adult in Mission, etc.
- 3 **Faith Formation** was formerly known as Christian Formation
- 4 **Honoraria** was previously included in the Personnel section and has been now included within Worship Planning in the Ministry Teams section.

	<u><b>2021 Plan</b></u>	<u><b>2020 Plan</b></u>	<u><b>2019 Actual</b></u>
<b>Ministry Teams and Church Programs</b>			
<b>Care</b>	200	250	87
Note cards and postage stamps to let people know we are praying for them			
<b>Faith Formation</b>	300	1,100	522
Curriculum, supplies for Intergenerational activities & small groups			
<b>Hospitality</b>	1,000	2,000	1,258
Paper goods and supplies for fellowship time, Andrew & Phoebe lunches and other gatherings; name tags, leis for guests; Church Family Camp			
<b>Leadership Ministry Team</b>	1,000	2,000	260
Retreats, conference fees/training material			
<b>Men's Fellowship</b>	150	150	-
Mother's Day Breakfast			
<b>Music</b>	1,050	930	-
Music, training for team members, repair and replacement of audio equipment			
<b>Women's Fellowship</b>	100	200	-
Women's event			
<b>Worship Planning</b>	2,252	2,790	2,016
Supplies for worship. Licenses to reproduce music for worship, video license.			
Honoraria for guest preachers.			
<b>Worship Site Preparation &amp; Sanitation</b> (to be determined)		-	-
Instruments, supplies and services for safe worshipping together			
<b>Youth</b>	500	500	625
Winter camp and other youth activities			
<b>New Experiments (Future Directions)</b>	1,500		
<b>Ministry Teams &amp; Church Programs - Subtotal</b>	<b>8,052</b>	<b>9,920</b>	<b>4,768</b>



	<u>2021 Plan</u>	<u>2020 Plan</u>	<u>2019 Actual</u>
<b>Missions</b>			
<b>Active Outreach and Missions</b>			
<b>John 17:21 Ministry</b>	615	615	-
Outreach to those with different abilities			
<b>River of Life Mission</b>	545	545	324
Miscellaneous expense relating to our semi-annual dinner & worship service			
<b>Outreach</b>	205	205	42
Registration fees for guests at church events			
<b>New Ministries &amp; Miscellaneous</b>	1,500	3,000	959
Active Outreach & Missions - subtotal	2,865	4,365	1,325
<b>Local Missions Support</b>			
<b>InterVarsity Christian Fellowship - Moani Nanod-Stich</b>	1,740	1,740	1,680
Ministry to students at University of Hawaii			
<b>Shelter of Wisdom</b>	2,100	2,100	2,040
Transitional housing for homeless men			
<b>UCC Transition House</b>	2,940	2,940	2,880
Transitional housing for domestic violence victims			
Local Missions Support - subtotal	6,780	6,780	6,600
<b>World Missions Support</b>			
<b>Our Church's Wider Mission (OCWM)</b>	9,614	9,614	8,740
Offering to support the ministries of the Hawaii Conference UCC and the national UCC			
<b>CRU (Campus Crusade) - Rose Ludwig</b>	3,060	3,060	3,000
Ministry to students at the University of Guam			
<b>Pioneers - Mark and Dayna Blair</b>	2,940	2,940	2,880
Ministry with Beijing International Christian Fellowship			
<b>Pioneers - Jermaine Ma</b>	2,160	2,160	2,100
Ministry in Central Asia			
World Missions Support - subtotal	17,774	17,774	16,720
<b>Missions - Subtotal</b>	<b>27,419</b>	<b>28,919</b>	<b>24,645</b>
	<u>2021 Plan</u>	<u>2020 Plan</u>	<u>2019 Actual</u>
<b>Covenantal Relationships</b>			
Our relationship with the wider United Church of Christ calls for financial support of its ministries			
<b>Oahu Association Dues</b>	600	1,200	580
\$5 per member for Association ministries			
<b>Aha Pae'aina</b>	400	400	350
Registration & travel for two delegates to the annual meeting of the Hawaii Conference UCC			
<b>Aha Mokupuni</b>	120	120	120
Registration for up to 10 delegates to the Oahu Association semi-annual meetings			
<b>Covenantal Relationships - Subtotal</b>	<b>1,120</b>	<b>1,720</b>	<b>1,050</b>

	<u>2021 Plan</u>	<u>2020 Plan</u>	<u>2019 Actual</u>
<b>Personnel</b>			
<b>Pastor</b>			
<b>Salary</b> Total salary includes FICA Offset of \$5,328 which is 7.65% of base salary \$69,650	74,978	74,981	74,832
<b>Medical Insurance</b> Health insurance as provided for in covenant with Pastor (Offered through the Hawaii Conference UCC); First six months - interim pastor: single plan @ \$842/mo. Last six months - full pastor: family plan @\$2,447/mo.	19,734	28,392	-
<b>Pension Dues</b> Pension dues estimated (14% of salary) but no group life/disability per covenant with Interim Pastor	10,497	11,622	9,731
<b>Professional Development - Pastor</b> Resources, books and conference registration fees for Pastor's continuing education	2,500	2,500	1,104
Pastor - subtotal	107,709	117,495	85,667
<b>Interim Pastor Search</b>		500	
<b>Called Pastor Search</b> (\$1,500 possible travel, \$800 possible lodging,\$500 misc)	2,800	2,800	
<b>Office Clerk - Wages</b> (Increased rate by 3% and hrs by 5: \$15.14 x 17 hrs x 52 weeks)	13,383	9,173	5,668
<b>Facilities Coordinator - Wages</b> (\$19.68 x 220 hours )	2,165	4,330	4,150
<b>Payroll Taxes</b> HKUCC's employer portion of taxes for Office Clerk & Facilities Coordinator (FICA 7.65%)	1,189	1,033	483
<b>Unemployment Taxes</b>	300	200	-
<b>Worker's Compensation Insurance</b>	1,150	900	821
<b>Personnel - Subtotal</b>	128,696	136,431	96,789

	<u>2021 Plan</u>	<u>2020 Plan</u>	<u>2019 Actual</u>
<b>Administrative &amp; Office</b>			
<b>Rent</b>			
<b>Office Lease</b>	37,820	36,720	36,000
6650 HKD (3% increase anticipated in 2021)			
<b>Facility Rental</b>	4,100	8,200	7,797
DOE Hahaione School Cafeteria (\$683 ave /month, 7/1 - 12/31/21)			
Rent -subtotal	41,920	44,920	43,797
<b>Office Services &amp; Supplies</b>			
<b>Liability Insurance</b>	2,860	2,600	2,366
UCC Insurance Board. 10% increase in 2021; exclusive of Sato Estate costs			
<b>Payroll Services</b>	665	1,020	1,020
Changed to Ceridian eff 8/1/20 (\$55.40/mo)			
<b>Bookkeeping Services</b>	4,335	4,335	3,895
Meleana Consulting, \$361.25 per month			
<b>Accounting Software Subscription</b>	800	948	660
Aplos Software \$68/mo (10% increase from \$62/mo in 2020)			
<b>Copier Lease</b>	2,200	2,400	2,034
Office copier/printer lease and color copy charges			
<b>Postage</b>	400	400	-
<b>Office Supplies</b>	500	550	463
<b>Office Utilities</b>	1,300	1,250	1,169
Hawaiian Telcom (telephone) and Spectrum Cable (internet service)			
<b>Online Donations Service Fees</b>	1,500		
Transaction fees for online donations			
<b>Website Consultation</b>	1,200		
Assessment, recommendation and potential enhancement of website			
Office Services & Supplies - subtotal	15,760	13,503	11,607
<b>Other Church Items</b>			
<b>Discretionary Funds</b>	200	500	-
Money set aside for unbudgeted items or kokua. Used at Pastor's discretion			
<b>Social Media</b>	700	800	-
Digital tools for sharing of information such as Facebook			
<b>Special Celebrations</b>	500	-	-
All-church celebrations that fall outside of any one ministry, such as the church anniversary.			
<b>Other Expenses</b>	690	250	359
State business registration, bank fees, other fees, books for new members and lei for special guests			
Other Church Items - subtotal	2,090	1,550	359
<b>Administrative &amp; Office Subtotal</b>	59,770	59,973	55,763
<b>Total</b>	225,057	236,963	183,015

**Hawaii Kai United Church of Christ  
2021 Spending Plan - Sato Estate Costs**

**2021      2020   2019 Actual**

<b>Sato Estate Costs</b>
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**Sato Estate**

Estimated expenditures to settle and maintain estate

25,000	[REDACTED]	[REDACTED]
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