

# **Kailua Christian Church (United Church of Christ)**



## **Local Church Profile 2022**

### **Settled Pastor Position Full Time**

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**1. INFORMATION**

**A. Listing Information:**

Kailua Christian Church (United Church of Christ)  
317 Manono Street, Kailua, Hawaii 96734-2211  
Kammy Grable  
Administrative Assistant  
(808) 261-0125  
Email: kailuacch@gmail.com

Hawaii Conference United Church Of Christ  
Oahu Association  
1848 Nuuanu Avenue  
Honolulu, Hawaii 96817  
Conference Contact:  
Lori Yamashiro  
Office Coordinator  
(808) 791-5645  
Email: lyamashiro@hcucc.org

Summary Ministry Description:

KCC is a small, warm and welcoming congregational church nestled within the quiet neighborhood of Kailua on the island of Oahu in Hawaii. We own a large property with established and ample facilities where we conduct our services and church-related activities. We are an established non-profit organization blessed to be operating debt free and within our means. Declining membership, lack of participation, and need to protect our elderly congregation while preventing the spread of the COVID 19 pandemic have severely hindered our capacity and capability to grow. We have the capacity (e.g. property and funds) to revitalize our aging, small, warm and welcoming church family into a more vibrant body of Christ reflecting God's love to each other and our community. We are seeking to partner with an ordained minister, intimate with God, who understands us, who can be a good shepherd; growing our understanding and relationship with God through Jesus, helping us discover God's individual plan for each of us, and nurturing us to be able to bear and share the fruit of the spirit with each other and with our neighbors. We are looking for and need a consistent leader, to join us along this journey, to grow our faith, to discover and use the gifts from our creator to support each other, to help us exercise good stewardship of our resources, and to attract and grow our body of believers in Christ.

Membership: 121  
Language(s) Other than English: None  
Position Title: Settled Pastor - Full time  
Duration: Indefinite

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## **B. Scope of Work**

### **Full Time Settled Pastoral Position:**

- Provide ministry services for regular public worship (e.g. Sunday Services), seasonal (e.g. Easter, Christmas) and occasional events (e.g. Ash Wednesday, Maundy Thursday, Christmas Eve) . Services include identifying and coordinating arrangements to set the atmosphere and symbolism for worship; preparing and delivering sermons; leading prayers, administering the benediction and administering rites, or sacraments (e.g. communion, baptism) or ordinances (e.g. installation of members and officers) and confirmation of new members. Duties include leading and supervising the staff (e.g. administrative assistant) and coordinating volunteer boards and committees to arrange and provide the products and services needed for worship services (e.g. crafting bulletins, selecting scripture, preparing sermons, coordinating audio and visual arrangements).
- Provide religious instruction services to educate and improve understanding of scriptures. Conduct membership classes. Educate and improve understanding through various means such as insights during sermons, bible study classes, individual or group discussions, instructional classes, or material available through audio and visual mediums. The scope of this function may range from limited discussions with individuals and distribution of appropriate literature to group discussions to formal curriculum of courses or setting up a learning center.
- Provide pastoral care services. Serve as the spiritual advisor. Services include pastoral support to foster a wholesome outlook through applying spiritual values to bring inner security, purpose and motivation. Issues may include ethical and moral matters, problems of conscience, family and marital differences, spiritual consultation, and personal problems. Duties may include personal visits, interviews, pastoral support and spiritual guidance, and administration of rituals, and sacraments.
- Promote ministry services to support needs of the wider congregation. Minister to the wider congregation and community (e.g. those not able to attend services) by posting regular inputs (e.g. articles to the newsletter, articles on the website, videos) which promote insights on how spiritual and religious views may impact or improve mental and emotional health.
- Provide guidance to leadership and administration. Maintain records of pastoral activities and records. Provide day to day oversight and guidance including leading and supervising the staff (e.g. administrative assistant) and coordinating volunteer boards and committees to ensure actions needed to sustain and maintain operations are accomplished. Serve as an ex officio member on council, boards and committees. Provide pastoral leadership and advice to the

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congregation and leaders (e.g. council, boards, and committees) to recognize and use their gifts in the strategic planning, budgeting, administration, management and operations of the church. Participate in council and committee meetings as needed.

**Core Competencies:**

- Maintain certification of a bachelor's degree or higher from a university, college, or theological school of education
- Recognized as an authorized minister by the Hawaii Conference, United Church of Christ
- Maintain awareness, knowledge and understanding of other religions or denominations
- Maintain and promote clear understanding and implementation of Safe Conference Policies and the Common Code of Ethics for those in pastoral positions
- Able to integrate and articulate religious beliefs and practices into practical ministering to the needs of others
- Able to provide and sustain effort needed to lead and manage change.
- Able to work independently to develop a vision, strategic plans, and projects to achieve common goals
- Able to plan, schedule and develop a calendar of events to follow through on plans
- Able to monitor progress and oversee execution including arranging and accomplishing actions needed with the staff and collaborating with volunteers among various boards and committees
- Able to prevent promoting, supporting or engaging in activities to influence legislation or campaign for or against political office while on the premises of this Church

**C. Compensation and Support**

Total Base Salary: \$75,000

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

Total Professional Expenses: Negotiable

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

KCC is seeking a pastor who has the knowledge, skills and experience and is able to:

- Assess and identify organization needs and collaborate with others to overcome challenges and achieve mutually desired goals
- Listen, recognize needs and communicate well through oral, written and visual means
- Self reflect and overcome internal struggles when communicating or caring for others
- Identify facts, problems, causes and lessons learned to continuously improve relationships and effectiveness of pastoral services
- Clearly articulate, maintain transparency, provide feedback and follow through on commitments
- Invest in activities to monitor and attend to personal physical, emotional and spiritual needs
- Invest in activities to continuously learn and strengthen personal education in scriptures and professional pastoral practices
- Encourage the congregation and leaders (e.g. council, boards, and committees) to recognize and use their gifts to improve strategic planning, budgeting, administration, management and operations of the church

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

We continue to pray to hear and listen to God to improve our understanding of His love and arrive at a shared vision and shared values for what God is calling us to become and to do in this community.

We are a **WARM** church. We **W**orship and glorify God, as **A**ctive disciples inspired by the Holy Spirit, **R**each out to people, **M**inister to others, sharing God's love and Jesus Christ through the Bible.

## **3. WHO ARE WE NOW?**

### **A. Congregational Reflections**

The strength of KCC is a core of committed members who love God. KCC is a very warm and welcoming church. We genuinely love and care for each other, our community and the world. The character of our congregation, how we currently gather and worship, how we are organized and staffed are described below. A copy of our Charter of Incorporation, By Laws, and latest Annual Report are available upon request.

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**B. 11-Year Report**

Available upon request.

**C. Congregational Demographics**

Our small congregation consists of 121 members. Nearly all members are local residents living nearby within the Kailua and Kaneohe communities. Nearly all members are adults 21 years or older. Only a small number of members (less than 50) consistently participate in services. A considerable number are elderly adults 65 years or older. Our congregation also includes a small number of adult friends who have not become members but who consistently participate in services, and volunteer their services and expertise essential to sustaining operations.

**D. Participation & Staffing**

**Ways We Gather**

KCC is a small, very warm and welcoming church. We genuinely love and care for each other, our community and the world. Our small congregation consists mostly of elderly members with long standing memberships or friendships. Attendance ranges from 15 -20 persons at in person services and 20 - 25 participating remotely. Except for a permanent pastor from January 2021 to April 2022, pastoral leadership, since 2015, has been provided by interim pastors, speakers from the pastoral supply program, guest speakers, or videos. We are seeking a new beginning. We are seeking a permanent pastor to minister to the needs of our congregation and to build the foundations needed to improve ministry to our community.

Declining membership, lack of participation, and need to protect our elderly congregation while preventing the spread of the COVID-19 pandemic have severely hindered our capacity and capability to achieve our vision. Chairpersons for the Worship Committee, Christian Education Committee, Missions Committee are vacant.

Gathering is currently limited to in person and remote worship services. Masking is highly encouraged during in person services. Fellowship with each other after worship service has been suspended.

Ministering to the needs of our congregation consists of finding pastors to attend to the specific needs of our congregation (e.g. weddings, funerals, spiritual).

Ministering to others currently consists of collecting and distributing donations.

- Ministries supported by the United Church of Christ (e.g. Strengthen the Church, One Great Hour of Sharing, Thanksgiving, Christmas Fund)
- Local ministry (i.e. Deacons Fund)

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Other ways we have been able to gather and minister to others in the past have included the following:

- Faith community bonding (e.g. Membership classes, Baptism)
- Fellowship and support (e.g. Post worship service refreshments, Na Anela support group, Prayer Groups, potluck meals, mens' fellowship)
- Christian Education Programs (e.g. Bible Study, Children's message, Sunday School, Youth Group, King's Company or Nursery programs)
- Celebrations (e.g. all major Christian events - Easter, Christmas)
- Community support (e.g. Transitional housing, Family Promise)
- UCC Conference Events (e.g. Aha Paeaina, Aha Mokopuni)

### **Staffing**

Staffing consists of volunteer officers of the church (i.e. Moderator, Treasurer, and Clerk), Boards (i.e. Deacons, Trustees), and Standing Committees. There is a full-time paid administrative assistant who provides services needed to maintain communications, coordinate services, provide clerical support and attend to needs to sustain and maintain facilities and equipment. Positions for a full time pastor and a music leader are funded but vacant. Our council administers and manages the organization and day to day operations in accordance with our By Laws with advice and recommendations from the Trustees and Deacons.

### **E. Church Finances**

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

KCC is an established non-profit organization blessed to be operating debt free and within its means. Total gross income consistently exceeds total gross expenses. We currently have a savings reserve. Financial records may be shared upon request. KCC

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benefits from generous gifts or offerings to mitigate unexpected needs or fund special projects.

## **F. Historical Information**

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

The following 1964 Charter describes our Statement of Faith:

This church acknowledges as its sole Head, Jesus Christ, the Son of God and Savior of man. It acknowledges brothers in Christ all who share in this confession. It looks to the Word of God in the Scriptures and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two Sacraments: Baptism and the Lord's Supper or Holy Communion.

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

Our heritage has been blessed with the following four pastors who served with lengthy terms over the past 45 years.

Rev. Howard Yoshida served from 1975 to 1985. Howard's wife, Terumi, started the KCC Preschool which operated until the late 1990's. Reverend Howard continues to assist KCC upon request with funerals and pastoral visitations.

Rev. Dale Vallejo-Sanderson served as the Senior Pastor at KCC from 1986 until 1992 after serving as a youth minister under Howard Yoshida. He has left to minister to three damaged UCC churches in Waimea, Kauai. He retired after founding and serving as the Senior Pastor of Wellspring Covenant Church. He came out from retirement and



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returned to serve as the pastor at KCC from January 2021 to April 2022. He retired in April 2022 for personal reasons. Reverend Dale continues to assist KCC upon request with funerals and pastoral visitations.

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

Rev. Timothy Weible served as Senior Pastor from 2004 to 2015 with his wife, Rev. Diane Weible who also served as the Associate Pastor under Tim for the first two years. Tim and Diane undertook efforts to have KCC comply more closely with UCC guidelines and recommendations. Both have since left to serve others in California.

We have also been blessed with members who have since grown providing noteworthy and faithful service to others.

Glenn Ogasawara, started New Hope East Shore (a Foursquare church) about 12 years ago. The church is continuing in operation.

Warren Nakano, started the Grace Christian Community Church in 2001. His experience included services as a youth worker and associate pastor at Kaimuki Evangelical Church.

Terance Arakaki and Nathan Kohashi both served as Youth Workers at KCC before going on to seminary and are actively serving as counselors, pastors and/or chaplains in other communities.

Connie Mitchel (formerly known as Connie Ching) served as the Pastoral Associate under Reverend Dale and the subsequent interim and Senior Pastor. She is now the Executive Director of Institute for Human Services serving homeless communities. She has filled the pulpit on occasion during our interim.

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

The following identifies past ministers at KCC.

<b>Name (Start and Status)</b>	<b>Years of Service</b>	<b>UCC Standing (Y/N)</b>
Rev. Roy Ishihara (1957 Senior)	9	Unknown
Rev. Hugh J. Williams (1966 interim)	1	Unknown
Rev. Bienvenido Junasa (1967 interim)	<1	Yes
Rev. Charles Schuetz (1967 Senior)	4	Unknown

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Name (Start and Status)	Years of Service	UCC Standing (Y/N)
Rev. Hiro Higuchi (1971 interim)	<2	Yes
Rev. Dexter Edwards (1972 Senior)	3	Yes
Rev. Howard Yoshida (1975 Senior)	10	Yes
Rev. Dr. Paul Brennan (1985 interim)	<2	Yes
Rev. Dale Vallejo-Sanderson (1986 Senior)	7	Yes
Connie Mitchell fka Connie Ching (1991 Pastoral Associate)	8	No
Rev. Ronald Ching (1993 interim)	<2	Yes
Rev. Alan Maeno (1994 Senior)	9	Yes
Rev. Elizabeth Plumbo (2002 Pastoral Associate)	2	Yes
Rev. Faith Jackson (2003 interim)	<1	Yes
Rev. Elizabeth Plumbo (2003 interim)	<1	Yes
Rev. Timothy Weible (2004 Senior)	11	Yes
Rev. Diane Weible (2004 Associate Pastor)	2	Yes
Rev. Dr. Jack Belsom (2015 interim)	1.5	Yes
Rev. Dr. Chris Eng (2018 interim)	3	Yes
Rev. Dale Vallejo-Sanderson (2021 Senior)	1.5	No

**4. REFERENCES:**

Rev. Dale Vallejo Sanderson  
Former Lead Pastor of Wellspring Covenant Church  
Former Senior Pastor at KCC  
(808) 484-8880  
pdalevs@gmail.com

Rev. Christopher Eng  
Former Interim Pastor at KCC  
(808) 722-1435  
taichichris@hotmail.com

Ms. Constance Mitchell  
Director of Institute for Human Services  
Former Pastoral Associate at KCC  
(808) 447-2800  
constance@hawaii.rr.com

**5. CLOSING THOUGHTS**

**A. Closing Scripture – John 15: 5**

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

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**B. Statement of Consent**

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

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

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

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

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

Sign/Date:  9/16/2022  
Dean H. Wakuzawa  
Chairperson, KCC Pastoral Search Committee

Contact:  
waku\_d@yahoo.com

VALIDATION BY CONFERENCE/ASSOCIATION

Kailua Christian Church is currently in good standing with the O'ahu Association in the Hawai'i Conference, United Church of Christ

Staff Comment: Yes

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

Staff Comment: Yes

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

Staff Comment: Yes

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Jonathan C Roach, PhD

Email: [jraoch@hcucc.org](mailto:jraoch@hcucc.org)

Phone: 808.895.8870

Date: September 6, 2022