

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Kaumakapili Church
Honolulu, Hawaii

Settled Minister
Hawaii Conference of the United Church of Christ
Oahu Association

October 19, 2022

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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)*

1. POSITION POSTING

1a. LISTING INFORMATION

Church Name: Kaumakapili Church

Street Address: 766 North King Street

Supplemental web links: <http://www.kaumakapili.org>

Conference: Hawaii Conference of the United Church of Christ

Association: Oahu Association

UCC Conference or Association Staff Contact Person:

Rev. Dr. David Popham, Conference Minister HCUCC

808-537-9516

dpopham@hcucc.org

Summary Ministry Description:

Kaumakapili located in urban Honolulu provides an opportunity for a pastor with the passion to challenge himself/ herself and the church to whom God is calling us to be. We are looking for a spiritual leader who, covered with the full armor of God, will be bold and passionate in teaching and doing the word of God.

Applicants should be comfortable working and living in the multi-ethnic society of Hawaii and be open to embracing the Hawaiian culture that is an integral part of our church life. A senior deacon proficient in the Hawaiian language and culture provides support as a cultural advisor for the pastor and the church.

During the liminal season, a Tuesday morning Women's Bible study and a Thursday night Bible study are being held via Zoom with approximately 12 to 15 people in attendance for each session. Our Outreach ministry is transforming the food pantry to a social supermarket that opened in August 2022. We have the usual problems of urban churches (crime, poverty, homelessness) and of most UCC churches (aging congregation, few children for Sunday school). But, guided by the Holy spirit, the leaders and members of the church have faith that God will provide a kahu (pastor) whose passion is to serve God in word and deed.



What we value about living in our area:

The church, to many members, represents a sense of place, a worship space where family before them came to worship. Today, members carry on that tradition of being in the same space. The church, at one time, was a community church, but as time passed, members moved out of the community into the suburbs so that today, we are a community of commuting worshippers.

Current size of membership:

2021-2022 – 121 members

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

`Olelo Hawai`i, or the Hawaiian language, is integrated into the worship service in the reading of the scripture, hymns, and anthems.

Position Title:

Settled Senior Minister (Kahu Mua)

Position Duration

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

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes.

1b. SCOPE OF WORK

Core Competencies:

The settled minister would ideally be a person with the combined ability to be both a pastoral minister and an executive minister. He/She must be organized with strong leadership skills, be empathetic, be relationship driven, and be a forward thinker with insight and sensitivity to God's calling for the church and the community.

1c. COMPENSATION AND SUPPORT

Benefits

Salary plus Benefits

What is the expected living situation for your next minister

The church does not have a parsonage, but the settled minister might consider re-locating to a location that is comfortable for he/she with the understanding that there would be a housing allowance.

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

Housing location should be whatever is comfortable for the settled minister. If the settled minister is a local person, he/she would probably already have a residence.

State any incentives

Incentives to be determined at a time when the settled pastor can be evaluated which is normally on an annual basis.

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

1. Rev. Dr. David Popham, Conference Minister, Hawaii Conference UCC
2. Cyrus Tamashiro, Owner Tamashiro Market and member of the Kalihi-Palama Neighborhood Support Group
3. Dr. Emmanuel Kintu, ED Kalihi-Palama Medical Center
4. Kahu Arthur “Manu” Naeole, Minister Kalihi-Moanalua Church, Chaplain Kamehameha Schools Kapalama Campus

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

We are open to bi-vocational employment. We would call upon our conference staff to guide us in using the call agreement workbook and would follow article 2.5 in the Manual on Ministry for language to develop a covenant. As needed, we will identify others (lay leaders and/or part-time ministerial staff) who can take on pastoral responsibilities.

1d. 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 pray for a minister who feels that the Holy Spirit is calling him/ her to serve and work with congregants willing to grow in the word of God and to be transformed into His new creation. We seek to be spiritually fed and connected to God’s word through the Sunday sermon, Bible Study, retreats, and missional work.

Three areas of church life have been identified as goals the minister would co-collaborate with the congregation: 1) Spiritual Life, 2) Building the Body of Christ, and 3) Program Development.

Spiritual Life:

Keep us connected to the Bible through Bible studies. At the present time there are two Bible study sessions via Zoom. There is a Tuesday morning Women’s Bible Fellowship and a Thursday evening Bible study; both average fifteen attendees.

A minister who can: provide guidance in spiritual and leadership development would benefit the growth and development of members; build a foundation of trusting in the Lord and not upon what we want to have happen; create in us a desire to seek God in all ways.

Work with the Deacons Ministry to develop and train others to serve as deacons.

Building the Body of Christ:

Komo Kauhale or home visitation is the traditional Hawaiian way of keeping in touch with members. A more modern adaption of komo kauhale would be having the minister accompanied by a Deacon make visits to “home bound” persons and people in long term care facilities.

Create opportunities to evangelize through prayer groups, Bible study, and social events for families and youth. Develop or maintain pilina (relationship and connectivity) with one another.

Encourage families formerly active in the church to return and be renewed in the faith. Encourage young families who bring their babies for baptism to come back and have their children learn (and parents too) about Jesus and experience the joy of learning about the Lord.

Program Development:

Assist in identifying and developing and building every ministry.

Undergird our programs with a spiritual vision that leads us all on the same path to God’s message of having a servant’s heart. In particular, our Outreach Ministry is hoping for a minister with a missionary’s heart who is comfortable seeking out those in spiritual need to expand the current outreach ministry.

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

Be a shepherd and an inspirational leader demonstrating God’s love for his sheep in the church and outside the walls of the church. Ministering to the houseless in the community and showing, by example, compassion for the underserved community. Encourage participation in community-based programs that match the mission work of the church.

There are four leaders from our church who serve on the Conference Council of the Hawai’i Conference UCC, the Hawai’i Conference Foundation UCC, the O’ahu Association, and the State Council of Hawaiian Congregational Churches. We would ask the new settled minister to continue to encourage and promote a covenantal relationship between the church and the aforementioned organizations.

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

Historically and culturally, Kaumakapili is a Hawaiian church. It's important for us to maintain the integrity of perpetuating the culture and the language in specific areas of church life. Sunday service is conducted in both Hawaiian and English. The scripture is read in Hawaiian with the English translation provided, and at least one hymn is sung in Hawaiian from a Hawaiian language hymnal. Many in the congregation identify closely with the Hawaiian culture in language, in music, and in dance. We are unashamedly Hawaiian; undeniably Christian.

The person considering a ministerial position at Kaumakapili must be willing to learn and familiarize himself/ herself with the language and the culture. They must be willing to learn from our own in-house cultural specialist basic language and customs. We do not expect the minister to be able to speak Hawaiian, but we do expect the person to be appreciative and respectful of our culture.

Advocacy, a book about the Hawaiian churches that gives historical information on the Hawaiian churches on each island, is highly recommended to read. Additionally, *Hawaii's Story by Hawaii's Queen*, annotated by David W. Forbes, is another highly recommended read as it tells the story of Hawaii's last queen, the overthrow and its traumatic effect on the Hawaiian people which continues to resonate today. *Lowell and Abigail*, by Mary Dillingham Frear is the story of the church's founder, Lowell Smith and his wife Abigail and provides information on the history of Kaumakapili.

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.

The four areas of excellence selected from the Marks of Faithful and Effective Authorized Ministry are: 1) Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice, 2) Building Transformational Leadership Skills, 3) Engaging Sacred Stories and Traditions, and 4) Working Together for Justice and Mercy.

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice:

- The minister should be a lifelong learner and allow the Holy Spirit to guide him/ her to live a Christ-centered life.
- The minister should be guided by the Holy Spirit through worship to nurture faith.
- Praying actively and nurturing spiritual practices. Sensitive to the cohesiveness of Hawaiian and Christian values.

- A minister with the heart of Christ who is Bible-centered, preaches the word from the Bible, teaches the word of God and encourages parishioners to know the Bible.
- A minister who exhibits a commitment to his/ her own spiritual development and shares that experience.

Building Transformational Leadership Skills:

- Work collaboratively with intercultural awareness and sensitivity.
- Effectively communicate and empower the church to be faithful to God's call.
- Be culturally aware and sensitive to the cohesiveness of Hawaiian and Christian values.
- Perform necessary and appropriate administrative skills.
- Play a leadership and pastoral role in the development and life-long learning across the age spectrum.
- Encourage leadership development of self and others through continuing education or in-house training.

Engaging Sacred Stories and Traditions:

- Bring life to sacred stories and traditions in worship and witness.
- Mature and effective preaching toward understanding the scripture and its application in Christian living.
- Instilling faith formation across generations.

Working Together for Justice and Mercy:

- Radiate aloha for all of God's creation, including aloha for himself/ herself through balancing life's demands physically, mentally, and spiritually; indeed, this aloha will provide for us the hope and healing we need in our wounded world.
- Understand and work in a community in need of knowing the love of Christ.
- Engage in mission and outreach.
- Build a trusting relationship with congregants and the community at large.

2. 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?

A meeting was called to solicit members thoughts on:

1. Who is God calling us to be? Or What is the role of Kaumakapili Church in the community?

- Don't forget our past and be open to what God has in store for us.
- Love and embrace others who are not like us.

- Help immigrants, especially Micronesians in Hawaii.
- Have the heart of a missionary.
- Help a person(s) in need of assistance in securing or replacing documentation or social service needs.

2. Who is God calling to minister with us?

- A kahu (pastor) who is open to everyone and likeable.
- Someone through whom God can shine; not be afraid to share the Word of God. Someone who uses scripture to keep us on track as spiritual leaders.
- A kahu who listens and hears before he speaks. Bible based. Promoting unity.
- Someone who remembers Jesus; who gives God the glory; who hears what God is telling us; someone whom we can count on for spiritual guidance.
- A person who is willing to grow, who is Christ-like in practice and presence.
- Someone whom the community needs – someone who will knock on doors in the community to tell our story of who we are and what we do and invite them to church.
- Within the Kapalama ahapua`a (district) reach out to other organizations and ask, “How can we help? How can they help us?”

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

During the COVID 19 lockdown the Zoom platform allowed us to continue to have church service, ministry meetings, and Bible studies. Zoom was successful in that we were able to attract members and friends from the neighbor islands and even from out of state . Even though we have started back to having in person service at church we continue to use Zoom to reach home bound persons and our long-distance attendees.

Our transformed food pantry program, Ka Hina`i Ho`oma`ona, will continue to serve the immigrants and homeless in our area. An earlier version of this program was successful and there is every reason to believe that this new program will be equally successful.

3. WHO ARE WE NOW?

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

(The following is Kaumakapili Church’s Vision and Mission statements as developed by Ka Huli’au Strategic Plan 2021-2025)

Vision: Kaumakapili Church community is thriving in spiritual unity, rooted in its Christian faith and Hawaiian cultural values as it proclaims the reign of God on Earth as it is in heaven.

Mission: To glorify God by preparing disciples of Christ who are equipped to spread the Good News through the works of the church ministries.

Describe several strengths or positive qualities of your congregation.

We are blessed to have strong lay leaders who are led by the Spirit to take on the challenges of leading our congregation as we seek God's will to search for a settled minister. The Worship Ministry which includes the deacons, the music, and aloha ministries organize the Sunday worship service. The Executive Ministry led by the Spirit seeks ministers to fill the pulpit for Sunday worship and concurrently is seeking an interim minister. The President of the Executive Ministry filled a need to teach a Bible study class to six youth attending church in person. Four women, who hold leadership positions in the church, host a Tuesday morning Bible study featuring women of the Bible. A well-respected deacon hosts a Thursday evening Bible study. Both Bible studies average 12 to 15 people in attendance.

Four of our members hold leadership positions in the Hawai'i Conference UCC, the Hawai'i Conference Foundation UCC, the O`ahu Association of the UCC and the State Council of Hawaiian Congregational Churches.

Our outreach missional program has its roots in the 1970's. Over the years, the church has distributed food, clothing, household items, household appliances, and with the help of our kahu (minister) started a health clinic and a dental clinic for the underserved in our community. The Kalihi Palama Health Clinic, the successor to the original clinic, is now an independent and thriving clinic serving the needs of the community.

Today, the church continues to serve the community through a food distribution program in partnership with the Hawai'i Foodbank. The houseless in the community are ministered to by a member who is qualified to direct or assist people in seeking medical assistance and social service assistance.

Describe what worship is like when your congregation gathers.

As one enters the sanctuary at Kaumakapili Church, they are greeted warmly by the members of our worship team and other members of the church. The worship team consists of the kahu (minister), the Deacons Ministry, the Music Ministry, and the Aloha Ministry who work collaboratively to create a worship experience that is unique to Kaumakapili.

Throughout the worship service, one will hear scripture readings, hymns, and anthems done by the worship team in both Hawaiian and English. As worship progresses, one can even hear the congregation joining in song or the occasional, "Amen!" After worship is finished, the welcoming atmosphere is in full bloom as church members talk-story with each other and greet visitors who are joining for the first time. Each member creates a comfortable atmosphere that invites visitors to return again.

The COVID-19 pandemic truly affected the way worship is conducted at Kaumakapili. Our worship team worked together tirelessly to create a new worship experience through the world of Zoom. Through all the challenges, the worship team, along with all the members of the church, were able to recreate the Kaumakapili worship service while distanced in their homes. Since then, they have managed to create a hybrid worship experience with some members continuing on Zoom and others in the sanctuary.

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

Sunday School has been the major venue of education throughout Kaumakapili Church's history. In these changing times, focus has turned to a Bible study format. Wednesday evening Bible Study is led by the minister and the deacons. The Women's Bible Fellowship meets on Tuesday morning led by a planning team of dedicated women. The President of the Executive Committee most recently started a Youth Bible Study on Sunday mornings. Seasonally, there are Advent and Lenten Bible studies and Hebedoma, a week of prayer in January.

Describe how your congregation is organized for ministry and mission.

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

- An average of ten hours per week is spent in meetings: these meetings are usually with the Church President, Chair of the Deacon's Ministry, Chair of Buildings & Grounds Ministry, Full Office Staff, and likely daily with the Office Manager and not least an occasional unscheduled visitor.

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

- Two landmark occurrences come to the forefront: the onset of the COVID 19 pandemic started in February 2020 and the flood of April 2020 in the basement of our community hall. Our church is fortunate to have a network of collaborative members who give positive efforts to aid and assist when there is a need.

COVID 19: The pastor and office manager sought immediate information and direction from government resources, Hawaii Conference UCC, State of Hawaii Dept. of Health and

many agencies in learning how to quickly transform and transition to providing a safe place to work, worship and fellowship. Also involved were our different church ministries: Building and Grounds, Deacons, Outreach and our entire support and office staff and families. Protocols were put into place and communication was through electronic email and mail service.

Our church experienced the same as other churches with the closure of in-person worship. By the end of March 2020, our first major change was having our worship service in one of our classrooms with no more than five or so people present and transmitting via Zoom. Today we continue to transmit the worship service via Zoom and are now able to hold in person worship as well.

FLOOD: April 2020 a heavy rainfall in the area caused severe flooding in the board room and one classroom located on the first floor of the community building. The flooding was caused by a clogged sewer line that backed up into the church's line thus creating an environmental hazard. The pastor and office staff working with the President of the church and the chair of the Buildings and Grounds Ministry took immediate action to mitigate the environmental hazard facing them. A company specializing in the Restoration and Repair of Fire, Water, Mold and Biohazard damage was engaged to return all the affected areas to a safe and clean environment.

Board of Ministries

Purpose: The Kaumakapili Church **Board of Ministries**, referred to in the Bylaws as the Board of Directors and previously known as the Church Council, derives its authority from the Articles of Incorporation and the Bylaws of Kaumakapili Church ("Church"). If a conflict arises between the terms of the Governance Guidelines and the Bylaws, the terms of the Bylaws shall prevail. The Purpose of the Board of Ministries is to oversee the activities of the Church. It is accountable to the Church's Membership.

Composition of the Board of Ministries:

The Board shall be made up of:

- The Executive Ministry comprised of the President, Vice-President, Secretary, and Treasurer
- The Senior Pastor (Kahu Mua)
- The Chairperson of each of the Individual (Standing) Ministries: Executive Ministry, Finance Ministry, Deacons Ministry, Music Ministry, Aloha Ministry, Stewardship Ministry, Christian Education Ministry, Outreach Ministry, Buildings and Grounds Ministry, Nominations Ministry, Member-at-large Ministry.

All shall have one vote each.

All must be active members of the Church.

The number of Board Members depends on the number of Individual Ministries authorized by the Board.

The Executive Committee names the members of the Pastoral Relations Committee.

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.

3b. 11-YEAR REPORT

11-Year Report available upon request.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church. *These numbers reflect the current 2022 church attendance.*

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35/15	In person/Zoom
Number of active non-members:	15/10	In person/Zoom
Total of church participants (sum of the numbers above):	50/25	In person/Zoom

Percentage of total participants who have been in the church: *These numbers reflect the latest recorded list of members in 2020 – total 100*

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	60%	Yes
Less than 10, more than 5 years:	30%	Yes
Less than 5 years:	10%	Yes

Number of total participants by age: **Based on current 2022 attendance**

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
3%	9%	5%	4%	5%	7%	14%	6%	47%	Yes

Percentage of adults in various household types: **Based on 2020 membership list**

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Yes

Households with minors:	25%	Yes
Single adults age 35-65:	30%	Yes – Includes married couples
Joint households with no minors:	30%	Yes – Includes married couples
Single adults over 65:	10%	Yes

Education level of adult participants by percentage: **Based on 2020 membership list**

		<i>Is this number an estimate? (check if yes)</i>
High school:	70%	Yes
College:	20%	Yes
Graduate School:	5%	Yes
Specialty Training:	5%	Yes
Other (please specify):	-----	

Percentage of adults in various employment types: **Based on 2020 membership**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	75%	Yes
Adults who are retired:	20%	Yes
Adults who are not fully employed:	5%	Yes

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

Working adults would include: blue collar workers (carpenters, plumbers), office workers (secretaries, administrative assistants, bankers), educators, and business owners.

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?

Our heritage is primarily Hawaiian yet overall make-up of the congregation is multi-cultural. We are a mix of Polynesian (Hawaiian, Tongan, Samoan), Asian (Japanese, Chinese, Korean), and European (German, English, Irish, Spanish, Portuguese).

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:

There are no plans to have a conversation about welcoming diversity. We are a diverse community of worshippers who respect the various ethnicities and cultures by welcoming all to worship, by sharing a meal together (Easter breakfast, other special occasions and through community outreach via the annual church luau).

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering <i>These are averages from 2018-2021</i>	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	-----	See “Church-based Bible Study” below
Baptisms (<i>number last year</i>)	0	Minister/Deacons Ministry
Children’s Groups or Classes	0	Education Ministry
Christmas Eve and Easter Worship	100	Minister/Deacons Ministry/Music Ministry
Church-wide Meals	80	Aloha Ministry/Executive Ministry
Choirs and Music Groups	30	Music Ministry
Church-based Bible Study	25	Deacons Ministry/Minister/Women’s Bible Fellowship Team
Communion (<i>served how often?</i>)	50/25*	Deacons Ministry/Minister Served 1 st Sunday each month
Community Meals	180	Kaumakapili is the distributing point for Kamaaina Meals, Miracle Meals Foundation and Senior Meals
Confirmation (<i>number confirmed last year</i>)	0	Minister/Deacons Ministry

Drama or Dance Program	0	Various
Funerals (<i>number last year</i>)	0	Minister/Diaconate
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups		See “Church-based Bible Study” above
Public Advocacy Work	400/ 500	Approx bags of food distributed each month via our Outreach Ministry
Retreats	4	Minister/Executive Ministry
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	Minister
Worship (time slot: 10:30 a.m.)	50	Minister/Deacons Ministry/Music Ministry/Aloha Ministry
Worship (time slot: 10:30 a.m. on Zoom)	25	Minister/Deacons Ministry/Music Ministry/Aloha Ministry & Volunteers
Young Adult Groups or Classes	0	
Youth Groups or Classes	5	Church President (Began in 2022)
Other	20	Share sanctuary for worship by Reformed Church of Honolulu

Additional comments:

*Sanctuary/on Zoom

Items marked “0” are due to COVID-19 restrictions.

Also due to COVID-19, the church is in transition and is unable to reflect 2022 numbers at this time.

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)
Rev. David K. Kaupu	N	1993-2002	Retired	Y
Rev. Alpha Goto	N	2022	On call	N

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

Rev. David K. Kaupu – Emeritus

Rev. Alpha Goto – Provides pulpit service

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 Administrator	Tracy Fernandez	Part time	Minister	4 years
Choir Director	Akiko Chang	Part time	Minister	Unspecified
Organist/Accompanist	Kaori Martin	Part time	Choir Director	Unspecified
Senior Custodian	George Mercado	Part time	Executive Ministry	Unspecified

REFLECTION

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

We are a diverse community of worshippers waiting to be transformed into what God is calling us to be. As a worshipping community, we have the heart of Christ and stand willing to build up our beloved community.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$171,587
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$36,078 * \$36,078 **
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$0
Gifts Designated for a Specific Purpose	\$35,870
Grants	\$0
Rentals of Church Building	\$1,962
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$35,535
Other (specify): Rental of residential property	\$36,366
Other (specify):	\$
TOTAL	\$353,476

*March 2022

** August 2022

Current annual expenses (dollars budgeted for most recent fiscal year): \$330,600

Budget provided upon request.

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

23.5%

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

No.

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

OCWM is a budgeted item and is determined by general consensus of the BOD.

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt: N/A

Are capital and other payments current? N/A

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.

None.

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

None.

If a capital campaign is underway or anticipated, describe:

None.

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

N/A

Does your church have an endowment?

Yes: 2

What is the market value of the assets? \$1,096,274

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

Endowment Fund Policy states that the church can withdraw 4% annually of the average total value of the funds over the past 20 quarters. The BOD can vote to withdraw additional funds if needed.

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

The percentage draw has followed the Endowment Policy at 4% annually as described above.

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

The draw for the past 4 years has consistently been at the 4% average as described above. In 2022, the BOD approved the increase to 8%.

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

Unknown

Other Assets

Reserves (savings): \$55,832

Investments (other than endowment): \$518,343

Does your church have a parsonage? No.

Describe all buildings owned by the church:

The church owns a sanctuary, a community building and a park located at 766 North King Street.

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

The church also owns two cemetery properties near the church.

Which spaces are accessible to wheelchairs?

All spaces on the church property are accessible to wheelchairs.

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

The budget has grown modestly and we are in a financially sound position. Our mission is to assist our ministries in achieving their goal.

3f. HISTORICAL INFORMATION

Kaumakapili founded in 1838 was originally located in Chinatown and was replaced in 1888 with a larger twin steepled church. In January 1900, a devastating fire destroyed the second church. The congregation then moved to Kalihi, its present location, and the third, and current church, was dedicated in 1911.

Significant happenings in history:

- Remained a relevant church for over 180 years maintaining our identity as Hawaiian and Christian.
- Actively participated in and provided for the needs of the community through our outreach ministry. One of our proudest achievement is the establishment of the present day Kalihi-Palama Health Center.
- Celebrated in the delivery of the Apology and Redress of the United Church of Christ in 1993 by Dr. Paul Sherry, former president of the United Church of Christ.
- For 48 years we participated in the opportunity for Christian fellowship by hosting the Annual Kaumakapili Church Lu'au.

Between 2012-2022:

- The annual church Lu'au fund raiser held each July for 48 years was canceled in 2019 due to COVID.
- Adjusted to a pastor from a vastly different cultural background.
- Adjusted to homeless vandalism on church property that led to an upgrade and vast improvement in security.
- Establishment of Ka Huli'au Vision (strategic planning) for 2021-2025

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

The pandemic affected the church significantly. The church was closed for regular service and conducted all its service on Zoom. Likewise, the function of the church, such as ministry meetings, had also gone on Zoom. The vacancy of the church campus led to an increase in illegal activities which has improved after installing brighter outdoor lighting and installing a security gate at the office entrance.

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

The membership has historically preferred not to face conflict but to acquiesce to whatever the leadership has decided. Consequently, the really hard discussions on subjects like: 1) what is considered to be an open and affirming church, 2) same sex marriage, 3) justice and

witness issues, and 4) the problems facing the Hawaiian churches have never been explored because of the controversial topic.

Having said that, recently the church decided to sever its relationship with the association specifically established for the Hawaiian churches: The Association of Hawaiian Evangelical Churches (AHEC). The leadership successfully argued for the church to leave the association because of its (AHEC) unchristian-like behavior and attitude which did not address the needs of the Hawaiian churches, but, rather the needs of the few. The dissenting voices argued to continue the membership because of our long-standing involvement with the association. Both sides were allowed to present their arguments and the vote was to overwhelmingly resign from AHEC.

Hopefully, this recent dilemma about leaving AHEC and the handling of the open discussion will mean that future discussions on hard issues can take place.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. David Twigg	6 (1986-1992)	Yes
N/A (In search for settled minister)	3 (1992-1995)	N/A
Rev. David K. Kaupu (Senior pastor in a team pastorship)	8 (1995-2003)	Yes
Rev. Richard Kamanu	11 (2004-2015)	Yes (Deceased)
Rev. David Hirano (Interim Team Leader)	2 (2015-2017)	Yes
Rev. Dr. Douglas Wooten	3 (2018-2021)	Yes

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

Our prior minister brought a very different approach to worship, coming to a cultural background so different from his. The church and our kahu (pastor) were willing to step out of the box to adjust and adapt to these differences. As with any change in ministers, there was a change in church membership. Some were used to the “old way” and could not adjust. Others felt a welcome breath of fresh air.

It is important for the minister to keep close contact with the membership and yet develop new ways to serve new congregants. The membership was encouraged to reach out to its members and to the community at large. This was not what some members expected since

traditionally members looked to the minister to take the lead.

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

Not to the best of our knowledge.

Has your church been involved in a Situational Support Consultation?

Not to the best of our knowledge.

Has a past pastor been the subject of a Fitness Review while at your church?

Not to the best of our knowledge.

4. WHO IS OUR NEIGHBOR?

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

4a. COMMUNITY VISION

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

Prior to COVID-19, we had 3 community wide events in recent years with flyers distributed to apartment buildings and nearby public housing. These were meant to get to know our neighbors. One was a summer hot dog picnic and the other was a safe Halloween event. The third was a Christmas party with our homeless neighbors including gifts for them and for their children who were living with other family members because of their parent’s substance abuse. These were well attended by community members and families. We hope to continue these as the COVID-19 pandemic wanes.

Situated in a low-income neighborhood, our congregation through the Outreach Ministry has stepped up with a food pantry, free store for clothing and household items. Additionally, there was a special day for those experiencing homelessness to, beyond the aforementioned services (food pantry and free store), have a hot shower. Early in the COVID-19 pandemic, we closed these activities for three months to reassess a new direction. From this transformation came a renewed vision and mission statement for the Outreach Ministry:

Vision: A community where everyone is sheltered, nourished, and healthy.

Mission: Extending the reach of Christ by partnering with the community for positive change.

Acts 22:44-45 “⁴⁴ All the believers were in fellowship as one body, and they shared with one another whatever they had. ⁴⁵ Out of generosity, they even sold their assets to distribute the proceeds to those who were in need among them.”

This transformation gave birth to a social supermarket called Ka Hina’i Ho’oma’ona (*lit.* the basket that feeds fully) opening August 18, 2022. We are using Back Bay Mission in Biloxi MS as a model where we will move beyond feeding to provide enabling services to our shoppers and be led by them and the Holy Spirit to feed both body and soul. We are partnering in a meaningful way with the nearby church, community health center, and public housing to extend our reach into the community.

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

Due to the COVID shutdown, there have been no opportunities for large person gatherings. In the past, the church has hosted two ‘Aha Pae‘āina (HCUCC Annual Meetings), and provided meals for HCUCC annual meetings hosted by other churches. Members have also attended General Synod.

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.)

Check any statements below that apply to your UCC faith community.

- | | |
|---|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input checked="" type="checkbox"/> Inter-cultural/Multi-racial (I’M) | <input type="checkbox"/> 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?

The two UCC designations indicated above is what the church members practice at face value in the way we perceive the practice to mean to us. We have not signed up to formally comply to what the national church has had to offer for the particular designation.

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

The restrictions to gather in large numbers because of COVID 19 has prevented any participation in ecumenical or inter-faith activities.

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.

The mission statement as developed by Ka Huli`au Vision 2021-2025 is: “To glorify God by preparing disciples of Christ who are equipped to spread the Good News through the works of the Church Ministries.”

Kaumakapili Church does well in glorifying God in worship service with amazing preaching and music. We are preparing disciples of Christ with two active Bible study groups:

one that is led by one of our Deacons, and another that is led by a team of four women of the church. On a weekly basis, our time is spent gathering for Sunday service, two Bible studies, and Ministry meetings as needed. On a monthly basis, we have streamlined our governance with fewer formal meetings, but more informational meetings across “umbrella” ministries to better coordinate activities and help each other out across lines or responsibility. We spend the least amount of time in going out to spread the Good News. Our social supermarket starting August 18, 2022 is a step in that direction. We have seven new volunteers not currently serving on the Outreach Ministry who will be trained for this new endeavor on August 4 and August 11, 2022.

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

It is hoped that the settled minister will participate in the community and outreach organizations the church currently participates in. He/ She must make his/her own path in determining how best to be in contact with the community. Knocking on doors, hosting community events and other means of communication and participation to be determined

4b. MISSION InSite

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

We feel this report underestimates the poverty in our immediate neighborhood by capturing too wide of a swath that includes higher income areas. This makes it hard to see trends and opportunities. However, local newspaper reporting indicates lack of affordable housing, food insecurity, and rising deaths from methamphetamine abuse. These are problems just outside our church doors that present opportunities for ministry.

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

Compared to our congregation’s demographics, the neighborhood adjacent to our church is poorer, has more children with two elementary schools in close proximity, and has three public housing complexes. Going back several generations, families that attend Kaumakapili Church lived in the neighborhoods that our church feels connected to are the largely Native Hawaiian communities of Waianae (west or leeward side of Oahu) and Waimanalo (windward side) as many of our families either live or grew up in these communities where we’ve done projects jointly.

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

Our longstanding food pantry and free store drew many immigrants and homeless people in the neighborhood. Our transformed Ka Hina`i Ho`oma`ona is expected to continue to serve these populations. We also provide food and snacks to children and families at the elementary school across the street through a program sponsored by the Hawaii Food Bank.

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

Our church is known for serving those in need starting in the late 1970's when an apartment building burned down we took people in. Prior to COVID we were known as a community service site with the judiciary system. Many of those who did community service with us came back to stay in touch, grateful for the opportunity and fellowship their experience provided. Those within the UCC Hawaii Conference know our church incorporates Hawaiian culture in worship service and in the life of the church.

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

Most often it's relationships with other congregants that got them involved. The spirit of aloha is strong at Kaumakapili – you can feel it! Worship and music are special here and draw people in.

5. REFERENCES

REFERENCE 1

Cyrus Tamashiro, Owner, Tamashiro Market, Neighbor, Community partner for over 70 years
802 North King Street
Honolulu, HI 96817
808-841-8047

REFERENCE 2

Dr. Emmanuel Kintu, ED Kaliha Palama Health Center, Community Partner
915 North King Street
Honolulu, HI 96817
808-848-1438

REFERENCE 3

Ms. Jill Texeira, Principal, Kaiulani Elementary School
783 North King Street
Honolulu, HI 96817
Principal: J. Texeira- jill.texeira@k12.hi.us

6. CLOSING THOUGHTS

6a. 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:

6b. 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?

The Search Committee, Executive Ministry, Church Members

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes – one of our leading congregations within the Conference.

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: David Popham

Email: dpopham@hcucc.org

Phone: 808-537-9516

Date:

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