

LOCAL CHURCH PROFILE

Makawao Union Church
Makawao, Maui, Hawaii

Pastor

December 2022

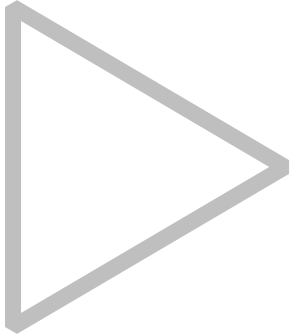
LOCAL CHURCH PROFILE CONTENTS

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

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

1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?



1a. LISTING INFORMATION

Church name: **Makawao Union Church**

Street address: 1445 Baldwin Avenue, Paia, Hawaii
(Physical Location - NOT A MAILING ADDRESS)

Mailing Address: PO Box 790071 Paia, HI 96779

Church Email: info@makawaounionchurch.org

Church Website: www.makawaounionchurch.org

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

Conference: Hawaii Conference United Church of Christ

Association: Tri-Isle Association, Maui, Hawaii

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

Rev. Dr. David Popham

Conference Minister

808-537-9516

dpopham@hcucc.org

Local Church Contact:

Shaun Lyons, Chair, Pastoral Search Committee

melim96@aol.com

Summary Ministry Description:

Small, but vibrant church in the Aloha State on the island of Maui seeks energetic and motivated (but not necessarily young) pastor to lead congregation in its growth and continue its spirit of

Aloha shared amongst its members and with the community at large. We are a mostly moderate parish of Congregational heritage welcoming all to God's church.

Our church is looking to grow not only its membership numbers, but its involvement in more community projects and social activities. We seek to welcome more members and active participants into our church's ohana (or family) who share the same spirit of aloha (love and friendship) and Christian fellowship as does our current church family. Though the Bible is a strong foundation for Christian teachings, it is open to various interpretations and not meant to be taken literally at every turn. We wish to continue to embrace this openness and free-thinking philosophy with our common thread being that we live the Christian faith and serve others as did Jesus Christ.

Photographs: Photos may be viewed on the church Web Site: www.makawaounionchurch.org..

What we value about living in our area :

Wonderful weather

Beautiful people filled with aloha spirit

Mountains , oceans, flowers

Beautiful building

Welcoming and loving environment

Current size of membership: 65 including active(35) and inactive members (24)plus active non-members (6)

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

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:

Full Time (would consider part-time)

Does the total support package meet conference compensation guidelines? Within conference norms.

1b. SCOPE OF WORK

Core Competencies:

WE are seeking someone who is :

- Spiritual
- Able to deliver Bible based sermons
- Skilled in interpersonal communications and counseling
- Skilled in planning and leading worship
- Able to do all the above with a dash of humor
- Supportive of Music Program
 - Enthusiastic regarding Outreach and membership growth-to all ages

1c. COMPENSATION AND SUPPORT

Salary Basis:

Salary:	\$31,880
Parsonage:	<u>\$33,600</u>
Total Compensation:	\$65,480, (plus value of incentive items listed below)

Benefits: Salary plus Benefits

What is the expected living situation for your next minister: Parsonage.

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

Parsonage is very close to Church, well within walking distance, in a lovely park-like yard. The area is rural and scenic, approximately 10 minutes driving time from the nearest small quaint towns, (Paia and Makawao) and 30 minutes from the island's main shopping/government areas, Kahului and Wailuku).

State any incentives:

- Holidays: 7 paid holidays per year (New Year's Day, Memorial Day, July 4, Labor Day, Veteran's Day, Thanksgiving, Christmas, Good Friday, Easter, Hawaiian/State Holidays)
- Sick Leave: Accrue up to 10 workdays per year (unused is not rolled over to next year).
- Vacation: Accrue up to 30 calendar days per year (including Saturdays and Sundays) which can roll over up to 4 weeks to following year), taken only after accrued..

- Educational Leave: Accrue up to 2 weeks per year for approved Continuing Education leave (in addition to HCUCC Annual Conference).
- Sabbatical: After 4 full years of full time ministry, MUC will allow up to 3 months of paid Sabbatical leave (w/conditions).
- Pension: 14% of 130% of the Cash Salary compensation paid to PBUCC.
- Disability leave: If unable to perform duties, MUC will pay up to 30 days full salary, benefits, and housing (then Disability Insurance starts).
- Death Benefit: If pastor dies during service, MUC will continue pay and housing to immediate family for 30 days plus unused vacation.
- Prepaid Health Insurance: For Pastor and spouse (as applicable). Medicare enrollment required for eligible individuals
- Life and Disability: Through PBUCC—1.5% of salary.
- Mileage: Reimbursed at current IRS rate for performing pastoral duties.
- Expenses: Reimbursed up to \$480/year for Professional expenses (dues, books, etc.). Meeting/luncheon fees for HCUCC Annual Meeting and for Tri-Isle Association meetings.
- Housing: Parsonage.
- Utilities: MUC pays for water, refuse, property tax, property/liability insurance.
- Utilities w/cap: Up to \$600/month for electricity and single landline phone.

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

Makawao Union Church is a Schedule 1 UCC Church. Our Pastor is free to continue his/her relationship with UCC or the Denominational organization of their choice. Previous Pastors have participated in activities of HCUCC and the Tri-Isle Association.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Will be negotiated with Pastor if an extremely qualified applicant is available only as part time.

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.

1. Offer new ideas about projects (outreach, education, giving, etc.);
2. Be forward looking and innovative;

3. Become familiar with history of the church so that new ideas won't be too abrupt a shift in direction from past patterns;
4. Have strong spiritual leadership skills; and,
5. Increase visibility in the community, strengthen spiritual health of our congregation.

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

Our Pastor must be our church's visible and welcoming ambassador to our island community , reminding that community that we invite all to join in worship.

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

Though we are mostly of European descent and do not speak the Hawaiian language, we do incorporate elements of the Hawaiian culture into our services, such as including Hawaiian hymns. (Always closing each service with "The Queen's Prayer"). The State of Hawaii has a unique culture that we hope our new pastor will embrace. We hope that a new pastor will have an awareness and respect for that culture.

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.

Ambassador

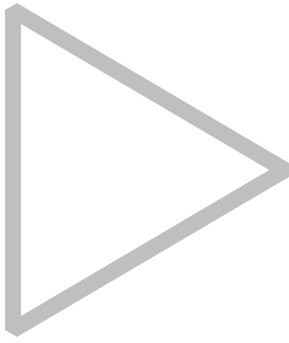
Good communicator

Interactive with the community

Dash of humor

Good shepherd

Facilitate the growth of our church, especially as it relates to youth



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?

Calling us to become an ambassador for Christ for our community.

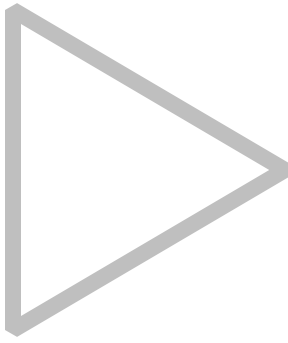
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Makawao Union Church has established a Thrift Shop—Second Hand Heaven—which has grown to be the largest Thrift Shop on Maui, hosting over 1000 people per month. It is staffed by Volunteers (over 30) made up of both church and non church members. SHH has multiple Community Partners. Many items are free—specifically children’s Clothes, books, and toys—and most clothing is \$1.00.

Secondhand Heaven’s Mission Statement:

Secondhand Heaven is an outreach program of Makawao Union Church.

Its mission: • To reflect God’s love for our friends and neighbors by providing low-cost, high-quality goods in a respectful manner that acknowledges the worth and preserves the dignity of all persons; and • To encourage environmental stewardship by keeping good, usable materials out of the landfill and putting them in the hands of people who can use them; and • To maintain the historic buildings of Makawao Union Church to further our outreach to the community. The revenue from sales at Secondhand Heaven goes to the Makawao Union Church Preservation and Maintenance Fund.



3. WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

1. The purpose of this Church is to bind together followers of Jesus Christ to share in the worship of God, and to make God’s will dominate in the lives of all, especially as that will is set forth in the life, teaching, death and resurrection of Jesus Christ.

2. Covenant – We hereby set forth the principles of the Christian faith as commonly held among us, believing that the foundation for our lives is Jesus Christ. It is our aim to bring joy to little children, instruction and high ideals to youth, inspiration to men and women in the midst of life and comfort to those in life’s later years, and to work together for the betterment of all people.

Our fellowship is not dependent upon uniformity of theological opinion, or of outward circumstance, or of denominational name, but grows from a common loyalty to Jesus, a common passion to serve the world, and a common purpose to do justly, to love kindness, and to walk humbly with God.

Our ideal is a Church of the open mind, the warm heart, the aspiring soul, and the social vision which ever seeks to express, in all walks of life, the mind and spirit of Jesus.

Describe several strengths or positive qualities of your congregation.

Welcoming, caring. Excellent music program. Outreach to community via use of our facilities for community groups, AA, NA, thrift store, concerts, weddings. Homeless shelter meals, Special offerings, benevolence funds, foodbank offerings monthly. Our By Laws require, yearly, a donation of 7% of our Pledges be donated to charity.

Describe what worship is like when your congregation gathers.

We have one service each Sunday morning (10:30am). Prior to COVID and loss of Pastor, there were additional special services held on: Ash Wednesday, during Holy Week (Maundy Thursday or Good Friday), and two Christmas Eve services. We hope to resume such services when we have a settled Pastor. We recently started reintroducing some of the special services and activities. Services are in English. Communion is offered on the first Sunday of each month. We appreciate a more “traditional” style of worship service, but embrace a progressive social viewpoint. And we are open to some variety in musical styles and some changes in our worship service.

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

Makawao Union Church is a spiritual community that spans ages by using the arts to form individuals and the congregation in living the Christian faith. Using music, art, drama and literature, we both express ourselves in worship and encourage growth in the practice of faith we share. In larger gatherings, we interact; we play; and we share meals and fellowship as we learn and grow together. We span differences of understanding with acceptance and affirmation as we challenge all to serve with the love we know in Jesus. By engaging one another, we pass on the history of our faith and this community even as we live new chapters of faithful ministry.

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?
Approximately 10
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? If/when, such a situation occurs the Executive Committee or the Council will call a special meeting, gather information from all concerned, and formulate a plan to handle the problem.
- 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

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



Church#: 140640

Assoc: 192 **Schedule:** 1 Makawao Union Church Paia HI 96779

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	96	48	18	0	2	6	4	0	4
2012	93	47	26	0	0	0	3	0	-3
2013	94	48	16	0	0	4	3	0	1
2014	92	49	19	3	0	0	3	2	-2
2015	96	53	18	0	0	7	3	0	4
2016	93	45	10	0	0	0	3	0	-3
2017	93	45	10	0	0	0	0	0	0
2018	93	45	10	0	0	0	0	0	0
2019	98	50	8	3	0	4	2	0	5
2020	59	35	11	0	0	0	1	7	-8
2021	59	25	0	0	0	4	4	0	0

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
2011	\$184,374	\$0	\$0	\$1,710	\$1,710	\$2,677	\$4,387	0.00	\$188,761	\$65,469
2012	\$185,858	\$0	\$0	\$2,127	\$2,127	\$2,400	\$4,527	0.00	\$190,385	\$68,493
2013	\$185,858	\$0	\$0	\$1,083	\$1,083	\$2,778	\$3,861	0.00	\$189,719	\$62,232
2014	\$183,803	\$0	\$500	\$705	\$1,205	\$3,505	\$4,710	0.27	\$188,513	\$62,963
2015	\$164,669	\$0	\$500	\$1,077	\$1,577	\$2,500	\$4,077	0.30	\$168,746	\$67,749
2016	\$150,140	\$0	\$500	\$682	\$1,182	\$4,162	\$5,344	0.33	\$155,484	\$66,142
2017	\$150,140	\$0	\$500	\$1,170	\$1,670	\$0	\$1,670	0.33	\$151,810	\$0
2018	\$150,140	\$0	\$300	\$457	\$757	\$0	\$757	0.20	\$150,897	\$0
2019	\$191,440	\$0	\$0	\$779	\$779	\$0	\$779	0.00	\$192,219	\$89,392
2020	\$152,685	\$0	\$0	\$1,200	\$1,200	\$2,800	\$4,000	0.00	\$156,685	\$75,386
2021	\$93,463	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$93,463	\$57,605

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-36.56	-44.44	-100.00	0.00	33.33	-37.75	-100.00	-39.89
2011-2021	-38.54	-47.92	-100.00	-50.00	0.00	-49.31	-100.00	-50.49

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.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church. Per Deacons

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	35	yes
Number of active non-members:	24	yes
Total of church participants (sum of the numbers above):	65(includes 6 active non- members)	yes

Number of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	46	yes
Less than 10, more than 5 years:	10	yes
Less than 5 years:	9	yes

Number of total participants by age:

0-19	20-45	46-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
11	12	24	26	yes

Number of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2	yes
Households with minors:	6	yes
Single adults age 35-75:	6	yes
Joint households with no minors:	18	yes
Single adults over 65:	16	yes

Education level of adult participants:

		<i>Is this number an estimate? (check if yes)</i>
High school:	All	Yes

College:	some	Yes
Graduate School:	some	Yes
Specialty Training:	some	Yes
Other (please specify):		

Number of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40	Yes
Adults who are retired:	25	Yes
Adults who are not fully employed:		

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

We have adults currently working in a wide range of occupations: Business owners, accounting and business, ranching, school teachers and college professors, various service industries, tourism, social service counselor and administrator, aviation.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Makawao Union Church is predominantly Caucasian but with Filipino, African American, Korean, Hawaiian members. However, we are open to anyone who wishes to attend.

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: Nothing planned as of this date .Makawao Union Church espouses the belief that it is open to anyone wishing to attend.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation. Covid affected our services and programs as did loss of settled Pastor . Listing below do not reflect our desire but our reality in past 2 years.

Ways of Gathering	Est. # involved	Planning
<u>Adult Groups or Classes</u>	0	
<u>Baptisms</u>	0	Pastor/Deacons
<u>Children’s Groups or Classes</u> (Sunday School)	0	Christian Ed.
<u>Special Worship Services</u>		
(Christmas Eve Early Family Carol Service)	140	Pastor/Deacons Music Director/ Choir
(Christmas Eve Late Candlelight Music Service)	none	“
(Maundy Thursday Night Service)	none	“
(Easter Morning Service)	50	“
<u>Church –wide Meals</u>		
(Potlucks at least quarterly)	none	Fellowship
Every Sunday Talk story time	10-15	“
Lenten Soup Supper	none	Pastor/Deacons
<u>Choir and Music Groups</u>	4-8	Music Director Music Committee
Adult Choir, Soloists		
<u>Church-based Bible Study</u>	1	
<u>Communion (1st Sunday of the Month)</u>	20	Pastor/Deacons
Ash Wednesday	15	“
Maundy Thursday	20	Deacons
<u>Community Meals</u>		Benevolence
(Homeless Resource Center Dinner Every Other Month)	Money for food provided	
Food Bank Collection Site	Congregation/SHH	SHH

<u>Confirmation</u>	0	
<u>Drama or Dance Program</u>	0	
<u>Funerals</u>	1	
<u>Intergenerational Groups</u>	none	
<u>Outdoor Worship</u>	0	
<u>Prayer/Meditation/Support Groups</u>		
Woman's Sisterhood	6-8	bi-Monthly
Men's Breakfast	3-4	Monthly
<u>Public Advocacy Work</u>		Several members serve on Community Foundations (Charity, Hospice, Youth, etc.).
<u>Retreats</u>	0	
<u>Theology or Bible Programs in the Community</u>	4	Association/UCC Programs, Qtrly
<u>Weddings (From Community)</u>	Average .2-3/yr	Pastor, Organist, Wedding Coord.
<u>Worship: 10:30 AM Sunday</u>	20-30	Pastor/Deacons/ Music Director
<u>Youth Groups or Classes</u>	0	

Additional Comments:

Our Church had rented our Community Hall spaces to a Preschool for many years. Unfortunately, it became financially difficult for the Preschool to continue operations and it

recently had to close. Thus the opportunity was presented to open a Thrift Shop, The Second Hand Heaven, using some of the former Preschool spaces. The Thrift Shop is rapidly becoming a very going concern and expanding. It serves the Maui Community by providing quality items, including clothing and housewares at greatly reduced prices. Members of the community come to the Thrift Shop (over 1000 clients a month) and it also serves as a presence of the church out into the community. It is a participating member of a group of Thrift Shops throughout the island. Finally it provides a degree of financial support to the church as well as supporting the mission of the Trustees to provide insurance and building /grounds repairs.

As part of our Mission to the Community, we provide our sanctuary for many diverse groups each week at a small or nominal charge. We have hosted three 12-step groups for well over 20 years, gratis. In addition, our Sanctuary is well-known in the Maui community as an especially beautiful and acoustically inviting venue for musical concerts and recitals during the year. However, the Organ is currently under renovation with anticipated return to use in winter 2023.

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
Music Director	No	Part time	Pastor/moderator	1 Year
Office manager	No	full time	Pastor/moderator	3.5 Years

REFLECTION:

It appears to reflect an aging population that is not particularly diverse. There are many opportunities for growth in multiple arenas

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$58,235
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ *
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ *
Fundraising Events	0
Gifts Designated for a Specific Purpose	\$500 (organ)
Grants (Baldwin Foundation)	12,000
Rentals of Church Building	\$339
Rentals of Church Parsonage	\$33,000
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$N/A
Transfers from Special Accounts	\$7200 (SHH)
Other (specify): (cottage rental)	\$14,400
Other (specify): : US Treas EE Retntn Cred \$5,768 SBA grant \$18430	\$24,198
TOTAL Income:	<u>\$149,872</u>

* Endowment information available to final candidate.

Current annual expenses (dollars budgeted for most recent fiscal year): **\$149,716**

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

N/A because we did not expend or budget for ministerial support in 2021 Budget year

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? No.

One Great Hour of Sharing

Christmas Fund

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

Other contributions beyond UCC our congregation provided support to 12 local and global missions last year totaling \$3156

What is the church’s current indebtedness? NONE

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

Renovation of the Community Hall began several years ago and successive phases will continue probably for the next few years.

A Photovoltaic Electrical Generating system has been installed on the roof of the Community Hall as an additional source for electricity for the Community Hall and the Sanctuary buildings. Photovoltaic Hot Water systems have been installed for both the Parsonage and the Rental House. Above listed Capital Improvement Project items are funded by the Trustees Preservation Fund.

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

Year	Purpose	Goal	Result	Impact
2016-2018	Organ refurbishment	\$47,000	\$47,000	Organ renovation completed – organ again under renovation— expect completion winter 2023. Funded by SHH/Trustees.

If a capital campaign is underway or anticipated, describe: N/A

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

Our current pipe organ was installed in 1975. Although still a fine organ, after over 40 years of service, it was felt by the congregation that it was certainly time for some life extending repairs, updating and enhancements. The result is an organ (by far the largest on Maui) that will be reliable for many future decades, one that can play well all facets of organ repertoire, and most

importantly, one that serves the worship needs of the congregation. Particularly, the organ's support provided for congregational hymn singing is appreciated and enjoyed by all.

Does your church have an endowment? Yes—details available to Pastor during final interviews

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$3000

How is the parsonage used? Currently rented but anticipate Pastor to utilize it when he/she arrives.

Street / City / State / Zip: 1465 Baldwin Avenue Makawao HI 96768
(mailing address)

Finished square footage: 1,840 sq. ft.

Number of Bedrooms, Number of Bathrooms: 3/3

Assessed real estate value: Approx. \$2-3 million

Available for minister residence: Yes. Upon arrival.

Expected minister residence: Yes

Condition of structure; Good. Recently renovated with new roof, new tile floors, complete kitchen overhaul and replacement, new appliances, newly painted throughout, New photovoltaic hot water system. Enclosed garage. The home was built in 1986.

Entity in the church responsible for review and needed repairs: Trustees

Describe all buildings owned by the church: Parsonage, Church Sanctuary, Community Hall, Rental cottage situated on over four acres of land overlooking the ocean.

Describe non-owned buildings or spaces used or rented by the church. N/A

Which spaces are accessible to wheelchairs/walkers?

Over the course of the past few years the Trustees have made major improvements to the accessibility to all church buildings through the construction of ramps, sidewalks, lighting and the addition of handicap parking signs. The Church Sanctuary, the Community Hall, Church Office, Kitchen, Parsonage and some restrooms are completely accessible.

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

We have adequate resources to maintain our facilities.

3f. 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.

The founding members of Makawao Union Church were primarily the children of the original Congregational Missionaries sent from the United States to minister to the Hawaiian people. These first Missionaries conducted services and taught the local people in the Hawaiian language. As their children grew up and began to have their own families, they wanted to have a church where they and their families could worship in English. The Reverend Jonathon S. Green, a long-time Missionary to the Hawaiian people, was contacted to help start the new congregation. Owing to his strongly held abolitionist beliefs, Father Green had previously refused further financial support from the American Board of Missions (that was receiving funding from slave states). In 1861 Father Green was called to be the first pastor of our church. King Kamehameha IV granted the church a charter, also as a self-sustaining Congregational Church, with the official name - Makawao Foreign Church and Congregation. A small wood frame building was built in the village of Makawao, Maui. A cemetery grew next to the church.

The congregation, now being called the Makawao Union Church, moved in 1889 down the road to present location of the church, then a growing population center. A fine, larger wood frame building was built on the site and, in 1914; a large Community Hall was built next to the church. The Community Hall was and continues to be extensively used by the church and the Maui Community.

In 1917 our present church building was built on the site of the previous church building. Our building was dedicated to the memory of H. P. Baldwin, one of the founding members of the church. Mr. Baldwin was devout Christian, an influential and beloved leader, and developer of the growing Island of Maui. The building was designed by the noted architect, C. W. Dickey, and is on the National and State Lists of Historical Buildings. In September 2017, to mark the 100th anniversary of the dedication of our current sanctuary, a community-wide celebration was held. During the joyful worship service the church thanked God for God's blessings and for the love and devotion of the large "Cloud of Witnesses" whose efforts, over the years, made the life and ministry of Makawao Union Church possible. In September 2017, to mark the 100th anniversary of the dedication of our current sanctuary, a community-wide celebration was held. During the joyful worship service the church thanked God for God's blessings and for the love and devotion of the large "Cloud of Witnesses" whose efforts, over the years, made the life and ministry of Makawao Union Church possible.

Sacred music has always played a very large role in the life of our church. Beginning using a pump organ and through three successive pipe organs, we have always been an enthusiastic hymn singing congregation. In 1987 our large church choir toured and sang in Europe.

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

In 2017, our Pastor of 8 years resigned to move to the mainland for personal and family reasons. As the Church proceeded with the Settled Pastoral Search Process, a local retired intentional interim Pastor served for a year. Our new Pastor was called and began her ministry in the fall of 2019. Shortly after her installation, Covid occurred. We had to totally shut down our campus. We converted to virtual and electronic services, interactions, and communications. The realities of COVID, the forced isolation soon after her arrival, and major differences from her prior experiences and expectations from those of MUC leadership made her ministry difficult. She submitted her resignation in September 2020.

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.

MUC does not handle conflict well. The usual approaches are to have discussion at Council or other Board/Committee meetings. We have made use of HCUCC resources to help resolve communication issues, specifically with prior Pastor.

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

Robin Lunn 1 (2019-20) yes

Jack Belsom (interim) 1 (2017-18) yes

Staff member’s name	Years of service	UCC Standing (Y/N)
Dave Schlicher	8 (2009 - 2017)	yes
Ed Zuern (Interim)	1 (2008 - 2009)	yes
Judy Slaughter	10 (1998 - 2008)	yes

Tom Jackson (Interim)	1 (1997)	no (United Church of Canada)
Ed Wulfkeiller(Interim)	1 (1996)	yes
Craig Reynolds	4 (1992 - 1996)	yes

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

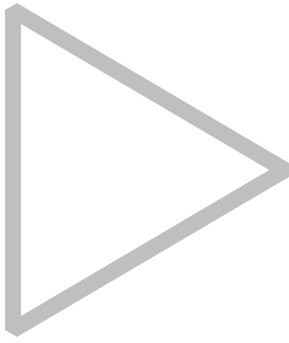
Over the past 50 years our church has had several ministers with varying personalities and skills but all have shared the love of Christ and open mindedness to work with people of diverse backgrounds.

Has any past leader left under pressure or by involuntary termination? Our last pastor resigned abruptly just before the results of a HCUCC sanctioned and HCUCC minister performed Mediation report was to be delivered to Council .

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church? Not that the church governing body is aware of.



4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

Thrift shop
Homeless shelter
Community board meeting members

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

Limited activity

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

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.

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?

Makawao Union Church depends on its Pastor to take the initiative in providing inspiring and affirming sermons, Biblical and historical context for Scripture lessons, and a sensitivity to the diversity of our congregation and of our island community.

The Pastor, as an ex-officio (non-voting member) of all boards and committees, will have ample opportunities to become well-acquainted with the “inner workings” of Makawao Union Church.... from Finances to Fellowship to Community Outreach. However, the responsibilities of our Pastor are primarily spiritual in nature not administrative,

Our Pastor must be our church’s visible and welcoming ambassador to our island community, reminding the community that we invite all to join in worship. TO quote from our Church Covenant, “Our fellowship is not dependent upon uniformity of theological opinion, or of outward circumstance, or of a denominational name, but grows from a common loyalty to Jesus, a common passion to serve the world, and a common purpose to do justly, to love kindness, and to walk humbly with God.”

4b. MISSION InSite

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

<https://suburbanstats.org/population/hawaii/how-many-people-live-in-maui-county>

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?

MUC’s congregation is predominantly Caucasian in contrast to a more ethnically diverse community at large on Maui

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

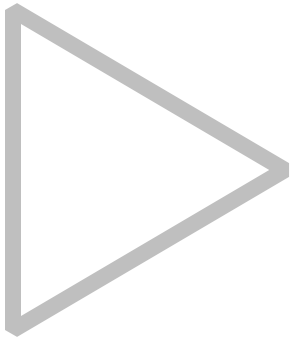
What do you hear when you talk to community leaders and ask them what your church is known for?

Our church is known for its beautiful sanctuary, its music and being welcoming. Our activities, such as NA, AA, music, community concerts in Church Sanctuary are well known.

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

Wonderful music.. And recently our Thrift Shop.

5. 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.”

-

James Gruber

Email: jedwardgruber@gmail.com

Phone-708-447-0732

Friend of church, part time resident of Hawaii, organ builder & technician

Aloha committee members,

Over the past eight years it has been my privilege to serve Makawao Union Church as curator of the pipe organ and, in my own way, help to further enhance the music ministry of the church. Although I am not a member, frequent visits and countless hours of work have afforded me a closer relationship with the church family (ohana). It is this relationship that allows me to share my perspective about the life of the church.

Makawao Union Church is an inviting, welcoming place. The people, the aina, the structure itself tend to draw one in and every first-time visitor to Maui remembers their drive (or bike ride) on Baldwin Ave. when the church suddenly appears. The church enjoys a beautiful site, a great group of people, a landmark building and a strong Christian tradition.

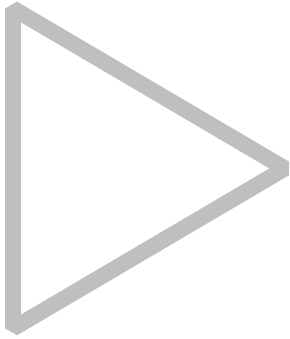
The maintenance/restoration of the buildings and grounds can, from time to time, present a unique challenge to the congregation. It takes a lot of careful planning, work and financial resources to maintain a landmark structure and its contents. This task can seem overwhelming at times but with leadership, careful planning, patience and prayer the result can and will be amazing.

Dian and I have been truly blessed through many events and warm fellowship at Makawao Union. And God’s plan continues to be revealed in wondrous ways!

Aloha,

Jim Gruber

jedwardgruber@gmail.com



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

‘O kou aloha no, A ia i ka lani A ‘o kou ‘oia a’o, He hemolele ho’i. ‘Amene

by Queen Liliuokalani

English Translation:

Your love is in heaven. and your truth so perfect

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?

Pastoral Search Committee and Council with congregational input

2. Additional comments for interpreting the profile:

Signed:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

This congregation is a Schedule 1 church in historical relations with the ‘Ah O Na Mokupuni ‘O Maui, Molika‘i , A Me Lana‘i (aka Tri-Isle Association) and the Hawai‘i Conference United Church of Christ

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: *Rev. Dr. David K. Popham*

Name / Title: Conference Minister

Email: dpopham@hcucc.org

Phone: 808-537-9516

Date: 12/22/2022

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

