

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Waialua United Church of Christ  
Waialua, Hawaii

Full-Time Settled Pastor

United Church of Christ  
Hawaii Conference

March 2023

### LOCAL CHURCH PROFILE CONTENTS

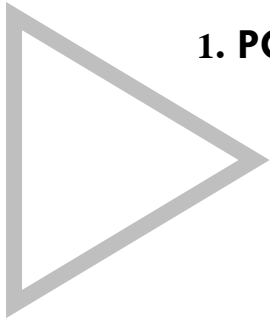
- Position Posting
- Who Is God Calling Us To Become?
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- References
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*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”*

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,  
SUPPORT & AUTHORIZATION  
**UNITED CHURCH  
OF CHRIST**





## 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

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Church name: Waialua United Church of Christ

Street address: P.O. Box 663, Waialua, Hawai'i 96791

Supplemental web links:

- Website: <https://waialuaucc.org/>
- Facebook: <https://www.facebook.com/WaialuaUCC/>;
- Instagram: <https://www.instagram.com/waialuaucc/?hl=en>

Conference: United Church of Christ

Association: Hawaii Conference

UCC Conference or Association Staff Contact Person:

Lori Yamashiro

Office Coordinator

Phone: (808) 791-5645

E-mail: [lyamashiro@hcucc.org](mailto:lyamashiro@hcucc.org)

Summary Ministry Description:

Waialua United Church of Christ is a small, welcoming, and caring congregation located on the North Shore of Oahu. We are close-knit and have a strong commitment to our church's mission and service to our members and community. These past years have been difficult with the relocation of our previous full-time settled pastor to the mainland, and the challenges of the pandemic. We want a pastor who is approachable and concerned about our congregation and community. The church seeks a pastor with a positive attitude and creative approach to help our church overcome any present and future issues. We also look to the pastor for spiritual inspiration and leadership.

Photographs:





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

Waiialua United Church of Christ is surrounded by beauty. The church property is 4 acres and located on the mauka side of Farrington Highway in Waiialua. The sanctuary is approximately 2,000 square feet with a seating capacity of 175 people. On the property also sits the Harry & Jeanette Weinberg Community Center and social hall with an area of 5,000 square feet plus an additional 5,000 square feet of five adjacent classrooms, stage, sound room, full kitchen and pantry. However, what we value most about living in our area are the people of Waiialua who embody the aloha spirit (warm, welcoming, and caring).

Current size of membership: 172

Languages used in ministry (*other than English*): English primarily spoken at our Church.

Position Title: Full-time settled 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

Does the total support package meet conference compensation guidelines? Yes

## 1b. SCOPE OF WORK

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Core Competencies:

The church desires an enthusiastic preacher, an effective administrator, and compassionate leader.

## 1c. COMPENSATION AND SUPPORT

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**Salary Basis:** \$50,832 - \$72,111

**Benefits:** Salary includes Optional Benefits

**What is the expected living situation for your next minister**

The minister will receive a housing allowance.

**Comment on the residential/commuting expectations for your next minister.** We expect the pastor to be available on a daily basis and the pastor to take into consideration travel distance to be available to its members.

**State any incentives:** N/A

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

Waiialua UCC is part of the Hawaii Conference United Church of Christ. This includes our Conference Minister as well as a number of Associate Ministers. Annually, all churches in the conference meet at the 'Aha Pae'āina (Annual Meeting) for worship, inspiration, and fellowship. This creates opportunity for discussions and sharing as well as opportunities for professional development, spiritual nurturing and service.

The ministers of the Oahu Association are invited to gather monthly, currently via Zoom. There is also an opportunity to join a Community of Practice group. Annually, the Conference holds a clergy retreat.

**If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:** No adjustments offered.

## 1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

We envision our next pastor to help us grow, nurture, and connect with each other by: 1) leading and planning congregational weekly services; 2) visiting and ministering to members in homes, facilities and hospitals to meet member's individual needs; 3) working with Church Council and key leadership; 4) providing guidance in improving and growing our church membership, community outreach, and missions; 5) teaching and guiding bible-based lessons; 6)

supporting youth and young adults; 7) identifying and assisting with improvement for operational, financial, and organizational matters; 8) incorporating technology in ministry; 9) furthering the development of our music ministry.

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

We currently support these missions with gifts:

Burgos Church  
Our Church's Wider Mission  
Compassion International  
UCC Transition House  
Women's Board of Missions  
Bible Institute Hawaii  
Wycliffe Ministries

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

Our church has roots and ties from the sugar plantation era. We are a multi-cultural congregation including Japanese, Filipino, Caucasian, and Hawaiian families. We seek a pastor who is open to and supportive of a multi-cultural community.

**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.**

#### EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.

- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

#### BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

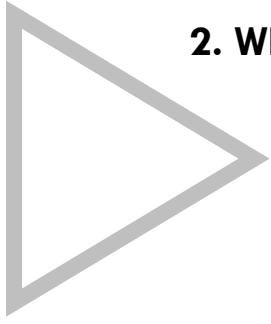
#### ENGAGING SACRED STORIES AND TRADITIONS

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
  - Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward.
- Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity especially as represented in the Sacraments.

#### CARING FOR ALL CREATION

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.





## **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?

God is calling us to be a warm and welcoming community of faith.

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

- The last few years have been financially and emotionally challenging for our congregation and community. We organized a Tuesday open market on our church grounds to support local businesses, engage the community and to provide a safe and welcoming place to gather.
- We have a community social hall that has re-opened for use by our church, non-profit organizations, businesses, and the community.



### 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

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Describe your congregation’s life of faith.

We show our love for God by caring for each other and our neighbors.

Describe several strengths or positive qualities of your congregation.

A positive quality of our congregation is that we have a lot of faithful, dedicated, and caring members that possess strong work ethics. Our members work well together, especially when planning and executing major activities and events. We are a very gracious and welcoming church.

Describe what worship is like when your congregation gathers.

At the start of the COVID-19 pandemic, services were pre-recorded, and members viewed the services remotely. Presently, we are back to in-person services while also live-streaming the services for members that are unable to attend. Sunday worship consists of a single morning service which includes a children’s sermon. Then, children leave for their Sunday school classes. Music is an integral part of our worship service. Every fifth Sunday service is led by the youth.

We value a preaching style that covers content that is relatable, reinforces Christian principles and shows us how God is present in our lives.

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

Our Christian Education Committee identifies the church school curricula. Educational opportunities are on-going for the children and youth through Sunday School, Youth

Bible Study and Vacation Bible School. Bible Study is available for adults. As mentioned earlier, youth lead worship on the 5<sup>th</sup> Sunday of the month.

Describe how your congregation is organized for ministry and mission.

- Church Council
  - Governing body of the church; manage & conduct affairs of the church. 12 members meeting monthly.
- Deacons
  - Working with the pastor on the order of worship service; spiritual needs of the congregation and community; Sacraments. 12-15 members meeting monthly.
- Property & Grounds, Yard Fellowship
  - Responsible for the church building and ground maintenance; use of facilities. 8 members meeting monthly.
- Christian Education
  - Providing Christian education for children, youth, and adults. 7 members meeting monthly.
- Fellowship
  - Provide fellowship and refreshment ministry after church service and support for special occasions. 13 members meeting weekly.
- Finance
  - Coordinating, planning, and recommending a working annual budget; special fundraising, business aspects of church. 6 members meeting monthly.
- Nominating
  - Preparing nominations for church officers, boards, committees. 4-3 members meeting as needed.
- Pastoral Relations
  - Supporting and advocating for the pastor. 5 members meeting 3 times a year or as needed.
- Personnel
  - Establishing personnel policies. 3-5 members meeting as needed.

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

The Council meets for about two hours per month. Committees within each ministry meet as needed—monthly, quarterly and/or by phone/email. Worship leaders meet weekly. Committees and action teams often meet without a pastor present.

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

During COVID-19 a task force was assembled to provide action and guidance to bring back in person worship to our sanctuary. The task force was able to accomplish this quickly with the safety for our young ones as well as our elders in mind.

- 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**

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



Church#: 141090  
 Assoc: 196      Schedule: 0      Waialua United Church of Christ      Waialua      HI      96791

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	189	90	34	0	0	0	0	0	0
2012	187	95	35	0	0	0	2	0	-2
2013	187	95	35	0	0	0	0	0	0
2014	189	85	34	0	2	4	4	0	2
2015	186	85	35	0	0	2	5	0	-3
2016	193	95	35	9	0	1	3	0	7
2017	190	95	34	2	0	2	7	0	-3
2018	187	92	34	0	0	0	3	0	-3
2019	185	88	38	2	0	0	4	0	-2
2020	178	53	36	0	0	0	7	0	-7
2021	178	68	44	0	0	0	0	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	\$184,061	\$0	\$5,200	\$3,037	\$8,237	\$6,800	\$15,037	2.83	\$199,098	\$138,252
2012	\$193,620	\$0	\$4,000	\$2,284	\$6,284	\$2,522	\$8,806	2.07	\$202,426	\$131,203
2013	\$193,620	\$0	\$3,000	\$1,440	\$4,440	\$0	\$4,440	1.55	\$198,060	\$0
2014	\$227,245	\$0	\$4,000	\$4,150	\$8,150	\$9,220	\$17,370	1.76	\$244,615	\$26,608
2015	\$211,322	\$0	\$4,000	\$17,217	\$21,217	\$3,230	\$24,447	1.89	\$235,769	\$154,322
2016	\$177,891	\$0	\$4,000	\$10,497	\$14,497	\$3,000	\$17,497	2.25	\$195,388	\$149,222
2017	\$141,785	\$0	\$4,800	\$13,063	\$17,863	\$2,195	\$20,058	3.39	\$161,843	\$170,048
2018	\$153,267	\$0	\$5,000	\$13,834	\$18,834	\$900	\$19,734	3.26	\$173,001	\$166,584
2019	\$217,060	\$0	\$5,000	\$5,572	\$10,572	\$2,520	\$13,092	2.30	\$230,152	\$181,475
2020	\$148,264	\$0	\$5,000	\$1,735	\$6,735	\$3,043	\$9,778	3.37	\$158,042	\$154,813
2021	\$193,396	\$0	\$3,750	\$6,262	\$10,012	\$1,900	\$11,912	1.94	\$205,308	\$162,960

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-7.77	-28.42	25.71	-100.00	-100.00	8.72	-30.94	5.08
2011-2021	-5.82	-24.44	29.41	0.00	0.00	5.07	21.55	3.12

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.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	68	√
Number of active non-members:	14	√
Total of church participants (sum of the numbers above):	82	√

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	80%	√

Less than 10, more than 5 years:	10%	√
Less than 5 years:	10%	√

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
13	10	5	8	4	11	10	15	6	√

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	8.5%	√
Households with minors:	44%	√
Single adults age 35-65:	16%	√
Joint households with no minors:	25.5%	√
Single adults over 65:	6%	√

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	31%	√
College:	42%	√
Graduate School:	21%	√
Specialty Training:	2%	√
Other (please specify):	4%	√ (Vocational, partial Grad, Associate)

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	48%	√

Adults who are retired:	27%	√
Adults who are not fully employed:	25%	√

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

Occupations include:

- Administrators
- Artist/musicians
- Attorneys
- Business owners
- Clerical workers
- Educational professionals/teachers
- Engineers
- Financial professionals
- Healthcare professions
- Ministers/chaplains
- Office workers
- Other blue-collar workers
- Service workers
- Skilled craftspeople
- Social workers and nonprofit staff
- Tech industry professionals
- Therapists
- University faculty/ Researchers

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We are a multi-cultural congregation with various ethnic background including: Filipino, Japanese, Portuguese, Chinese, Korean, Caucasian, Hawaiian, etc.

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:

While we have not completed a Welcoming Diversity Inventory, our church was created by the merging of several churches with various racial backgrounds. From the beginning,

the formation of our church reflected our multi-cultural community which began the rich diversity of our church.

### 3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	10	Members
Baptisms <i>(number last year)</i>	4	Pastor
Children's Groups or Classes	10	Youth Leaders
Christmas Eve and Easter Worship	70	Pastor/Deacons/Worship Team
Church-wide Meals	50	Fellowship Committee
Choirs and Music Groups	10	Music Committee
Church-based Bible Study	10	Members
Communion <i>(served how often?)</i>	68 (monthly)	Pastor
Community Meals	none	
Confirmation <i>(number confirmed last year)</i>	none	
Drama or Dance Program	15	Members
Funerals <i>(number last year)</i>	5	Pastor/Deacons
Intergenerational Groups	none	
Outdoor Worship	70	Pastor/Deacons/Worship Team
Prayer or Meditation Groups	none	
Public Advocacy Work	none	



Retreats	none	
Theology or Bible Programs in the Community	none	
Weddings ( <i>number last year</i> )	none	
Worship (time slot: <u>10:30am</u> )	68	Pastor/Deacons/Worship Team
Worship (time slot: _____)	n/a	
Young Adult Groups or Classes	none	
Youth Groups or Classes	10	Youth Leaders
Other		

Additional comments:

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)
n/a				

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: n/a

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	Supervised by	Length of Tenure for current person in this

		time, volunteer)		position
n/a				

## REFLECTION

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

Waialua United Church of Christ has been in a transitioning stage with the basic core of its congregation. The original core members of WUCC are now in their late-80s. The next generation of its members are in their mid to late 60s. The third generation of its members are young adults and their children. We seek a pastor who will play an important role in engaging the younger generation and their children in WUCC's faith journey and at the same time minister to the needs of our other members. Our members are in need of continuity and consistency of long-term ministry that nurtures each church member's faith in God across all generations.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$117,348
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	\$17,155
Gifts Designated for a Specific Purpose	\$19,893
Grants	\$
Rentals of Church Building	\$26,574
Rentals of Church Parsonage	\$

Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$180,970</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$310,145

Waiialua United Church of Christ - Waiialua HI  
Treasurer's Report as of December 2022

	YTD Balance	Annual Budget
<b>GENERAL FUND BUDGETED INCOME</b>		
Offerings/Donations Income		
Fundraising Income		
Church Property Income		
Miscellaneous Income		
Speical Offerings Income		
Community Center Facility User Income		
<b>TOTAL GENERAL FUND BUDGETED INCOME</b>	<b>\$ 181,486.52</b>	<b>\$ 154,050.00</b>
<b>GENERAL FUND UNBUDGETED INCOME</b>		
Unbudgeted Income		
Unbudgeted Restricted Income		
<b>TOTAL GENERAL FUND UNBUDGETED INCOME</b>	<b>\$ 25,072.41</b>	<b>\$ 20,000.00</b>
<b>TOTAL GENERAL FUND INCOME</b>	<b>\$ 206,558.93</b>	<b>\$ 174,050.00</b>
<b>BUILDING FUND UNBUDGETED RESTRICTED INCOME</b>		
Total Building Fund Unbudgeted Restricted Income	\$ 16,433.00	\$ 7,000.00
<b>TOTAL GENERAL &amp; BUILDING FUND INCOME</b>	<b>\$ 222,991.93</b>	<b>\$ 181,050.00</b>
<b>BUDGETED EXPENSES</b>		
Designated Missions Giving Expense		
Christian Education Committee Expense		
Stewardship Committee Expense		
Fundraising Expense		
Deacons Committee Expense		
Music Committee Expense		
Fellowship Committee Expense		
Council Expense		
<b>TOTAL COMMITTEE EXPENSES</b>	<b>\$ 24,322.92</b>	<b>\$ 37,025.00</b>
Personnel-Minister Expense		
Personnel-Staff Expense		
Personnel-Other Expense		
<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$ 52,646.20</b>	<b>\$ 118,420.00</b>
Operations Expense		
Church Property Expense		
Community Center Expense		
<b>TOTAL PROPERTY EXPENSES</b>	<b>\$ 100,936.02</b>	<b>\$ 125,600.00</b>
<b>UNBUDGETED EXPENSES</b>		
Total Unbudgeted Expenses	\$ 3,422.38	\$ -
<b>FARMERS MARKET EXPENSE</b>		
Total Farmers Market Expense	\$ 6,171.90	\$ 15,000.00
<b>TOTAL GENERAL FUND EXPENSES</b>	<b>\$ 197,713.05</b>	<b>\$ 310,145.00</b>
<b>TOTAL EXPENSES</b>	<b>\$ 197,713.05</b>	<b>\$ 310,145.00</b>
Difference	\$ 25,278.88	\$ (129,095.00)

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

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? Yes

- 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 part of the church's annual budget.

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.

n/a

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

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment? n/a

#### Other Assets

Reserves (savings): \$ 142,320

Investments (other than endowment): \$ 704,871

Does your church have a parsonage? n/a

Describe all buildings owned by the church:

The sanctuary is approximately 2,000 square feet with a seating capacity of approximately 175 people. The Pastor's office is located within the administration building adjacent to the sanctuary. This administration building also includes a kitchen, meeting room and restrooms.

The Harry & Jeanette Weinberg Community Center and Social Hall is approximately 5,000 square feet. An additional 5,000 square feet houses five adjacent classrooms, stage, sound room, professional sound system, full commercial kitchen and pantry, enclosed lanai, storage rooms and restrooms. The Community Center can hold approximately 250 people in the main hall and 50 more in the enclosed lanai.

There is a large parking area with approximately 60 parking stalls and 3 designated handicap parking stalls. The Sanctuary and Community Center are surrounded by grassy lawn. There is various native landscaping surrounding the entire property and also includes an extended area where plants and trees are being grown. We have received the Beautification Award by the Outdoor Circle.

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

n/a

Which spaces are accessible to wheelchairs?

The buildings are partially handicapped accessible. Buildings are ground level, 1-story. The Pulpit in the sanctuary and the stage in the social hall are not handicapped 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 are a giving congregation with faithful tithing to support the church's mission and ministry.

### 3f. HISTORICAL INFORMATION

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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.

<u>Event</u>	<u>Year</u>
1. Merging of 3 pioneering churches	1956
2. Completion of new sanctuary/administration building	1988
3. Completion of community center and 50 <sup>th</sup> Anniversary Celebration	2007

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

As with many other churches, the COVID-19 Pandemic was an extremely challenging time for us. We learned to adapt and in doing so we also learned to embrace technology and allow us to continue in sharing our faith.

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.

During the COVID pandemic we followed CDC guidelines and the State/County Emergency Proclamation. However, there were a few members who opposed wearing facemasks during in-person service. Our COVID task force continued to provide guidance and established the Church's pandemic policies. We were open to discussion in church. Per the guidelines social

distancing outdoors without facemasks was allowed. Subsequently we arranged for outdoor seating during service to accommodate those who preferred not to wear mask allowing them to still be able to attend in-person.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Reverend Scott Furukawa	Oct 2017 to Aug 2020	Y
Reverend Grant Lee	Mar 2005 to May 2015	Y
Reverend David Milotta	1987 to 2003	Y

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

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

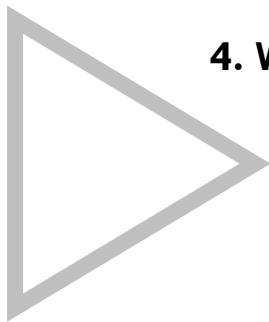
No

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?

No



## 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

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

We organized a Tuesday open market on our church grounds to support local businesses, engage the community and to provide a safe and welcoming place to gather.

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

Church delegates and pastor attend meetings of the Oahu Association and Conference.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).)

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

- |  |  |
|--|--|
| <input 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 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?

Yes



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

Former Pastors fully embraced and worked with other pastors of different denominations. We have also had pastors of different denominations lead worship at our church. We would continue to be open-minded and willing to partner with other denominations and religious organizations for the greater good of the community.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

We show our love for God by caring for each other and our neighbors.

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

We expect the Pastor will dedicate time to community ministry. However, the Pastor should prioritize time for sermon preparation, teaching and Bible Study.

#### **4b. MISSION InSite**

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

Waiialua was largely an immigrant population employed primarily by the Waiialua Sugar Plantation. Since its closure the demographic is changing. Many of the original workers aged and many families relocated. The community has since been growing with new younger families moving into the community.

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?

Our congregation's internal demographics is similar to the neighborhood's.

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

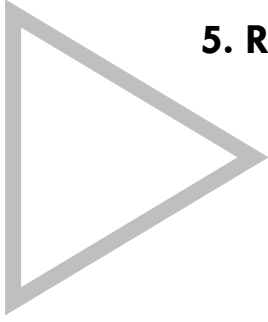
We are a small rural community with multi-generational, working-class families. Despite changes in the community and our congregation our ministry remains strong.

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

Hard working, Faithful, and Welcoming.

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

Our beautiful campus and surrounding views have attracted people to our church. Many also mentioned the wonderful music from the Praise Team during Sunday worship.



## 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.”

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

### REFERENCE 1

**Eileen Hirota, community member**

(808)728-5363 emhirota@hawaii.rr.com

Eileen Hirota is a member and Choir Director of our sister church (Lilioukalani Church) in our community.

### REFERENCE 2

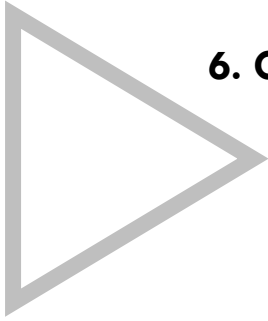
**Dorothy Lester, Former Hawaii Conference UCC Associate Conference Minister & close friend of Waialua UCC**

(808)563-0295 dlesterucc@yahoo.com

### REFERENCE 3

**Larry Andres, Worship leader, church friend and former member**

(808)371-6185 lsabonsai3377@gmail.com



## **6. CLOSING THOUGHTS**

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

### **6a. CLOSING PRAYER**

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Heavenly Father, we ask for your strength and your guidance as we go through our search process. We ask for your continued blessing and that you allow us to keep our minds and our hearts open as we carefully consider each candidate.

Bless those who choose to inquire into this call and allow them to know our church. We pray that whoever reads this profile will understand who we are and to recognize all the good that we have to offer.

We ask you, O Lord, to guide a Pastor to our church. A Pastor that will be someone who can lead us, help us to grow, provide clear direction spiritually, and lead us in meaningful worship.

Amen

## 6b. STATEMENT OF CONSENT

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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?

**Search Committee members:** Allan Sagaysay, Michelle Sagaysay, Vanessa Agsalda-Rosenbush, Brittney Pasion-Almeida, Sevy Tolentino, Chad Ulep, Hope Rosenbush

**Church Council members:** Sevy Tolentino, Melissa Agsalda-Garcia, Ross Tamane, Chad Ulep, Laurie Oishi, Cecilia Andres, Dave Basilio, Marie Galicinao

### **Congregation via churchwide surveys**

2. Additional comments for interpreting the profile:

Signed:



Name / Title / Date:

Allan Sagaysay / Chairperson – Pastoral Search Committee / 3-20-23

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.

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

Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.

Signature: 

Name / Title: Lori Yamashiro, Office Coordinator

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

Phone: 808-791-5645

Date: May 5, 2023

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*“Jesus answered them, ‘Have faith in God!’” – Mark 11:22*