

**UNITED CHURCH OF CHRIST  
LOCAL CHURCH PROFILE**

**Keawala'i Congregational Church  
(United Church of Christ)  
Mākena, Maui, Hawai'i**

**Settled Pastor (5-year call)**

**Hawai'i Conference, United Church of Christ**

**[Validation Date]**

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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

- 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: **Keawala'i Congregational Church (United Church of Christ)**

Street address: **5300 Mākena Road, Kīhei, Hawai'i 96753**

Email: [keawalaichurch@gmail.com](mailto:keawalaichurch@gmail.com)

Office Phone: **(808) 879-5557**

Outreach Phone: **(808) 281-7434**

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

Facebook: <https://www.facebook.com/groups/keawalai/>

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

Conference: **Hawai'i Conference United Church of Christ (HCUCC)**

Association: **'Aha o Nā Mokupuni o Maui, Moloka'i a me Lāna'i**

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

**Rev. Dr. David Popham, Conference Minister, (808) 791-5640, dpopham@hcucc.org**

Summary Ministry Description: In a short paragraph, reflect on where your church is going and what it might look like when you get there.

**We are welcoming visitors back to Maui and our members who are able to return to church. We enjoy a committed congregation and are looking for ways to grow our membership. When we get there, we hope to see increased participation by the congregation in our Sunday school program, the music ministry program, and on our boards and committees.**

What do you need to get there?

**Reach out to the community and create events to attract new members.**

Who are you seeking to join you on this part of your church's faith journey?

- **Our Congregation**
- **Local Residents**
- **Part-time residents**
- **Visitors to Maui**
- **Families with Ancestral Ties**

Photographs: Images of your church, its people, its parsonage or building or gathering space.



**Aerial view of the church**



**Keawala'i wedding**



**Church at worship**



**Baptism in the ocean**



**Dove release at Easter service**



**Brief video of Keawala'i campus**

<https://www.youtube.com/watch?v=YMjNdm1uKBM>

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

**This is a reflection of our church area due to the fact that all of our members live in different areas of the island but all are drawn to Keawala‘i (the Peaceful Bay; the tranquil haven) because of these values:**

- **The beauty of the surroundings (ocean, garden, a view of Haleakalā and sanctuary)**
- **The warmth and inclusion of the parishioners**
- **The serenity and feeling of peacefulness when on the church grounds**

Current size of membership: **150 general members**

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

Position Title: **Settle Pastor (Kahu) 5 year call**

Position Duration: **A settled call intended for at least 5 years in which the minister moves his or her church membership to Keawala‘i Congregational Church and standing to the ‘Aha o Nā Mokupuni o Maui, Moloka‘i a me Lāna‘i.**

Compensation Level: **Full Time**

Does the total support package meet conference compensation guidelines? **The Board of Trustees will determine a range for salary and benefits.**

## **1b. SCOPE OF WORK**

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Core Competencies:

- **Effective and caring communicator**
- **Adaptation and Innovation**
- **Multicultural sensitivity**

## 1c. COMPENSATION AND SUPPORT

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Salary and Benefits: **Keawala‘i is committed to fair and just compensation and will provide the following financial and professional compensation.**

**TOTAL COMPENSATION PACKAGE: \$152,000 plus or minus**

### **RELOCATION EXPENSES**

**KCC will pay relocation costs up to \$25,000. Relocation costs include transport of household goods, vehicles, and personal carrier costs.**

### **SALARY AND HOUSING**

**BASE SALARY:** Keawala‘i Church will pay a base salary of \$60,000.00 on an annual basis.

**HOUSING:** Our church will provide an allowance based on personal needs and prevailing rates. Housing allowance includes the cost of all utilities, condo/HOA fees, maintenance and furnishings, in addition to the rent for the primary residence.

**CAR ALLOWANCE:** A car allowance up to \$300 per month is provided.

### **FINANCIAL BENEFITS**

**ANNUITY:** Keawala‘i Church will pay an amount equal to 14% of the Salary Basis (cash salary + housing allowance) into an account with The Pension Boards.

**HEALTH AND DENTAL INSURANCE:** Our church will pay the full annual premium for you and cost sharing for your spouse in one of the Hawai‘i Conference United Church of Christ Medical Plans and Hawai‘i Dental Service Benefits Plan.

**SOCIAL SECURITY AND MEDICARE OFFSET:** Our church will compensate you for the portion of Social Security and Medicare that we would pay if you were an employee of the church.

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

**Living nearby with housing allowance**

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

**Commuting from your home to church will require a personal vehicle due to lack of public transportation to Mākena.**

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): **None**

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

**'Aha o Nā Mokupuni o Maui, Moloka'i a me Lāna'i (Association of the Islands of Maui, Moloka'i and Lāna'i)** - the local UCC Association to which Keawala'i belongs.

**Hawai'i Conference** - the UCC Conference to which Keawala'i belongs. The Hawai'i Conference is comprised of all the UCC churches in the state of Hawai'i.

**Communities of Practice** - formed by colleagues who typically share a common interest or are near each other geographically, CoP's serve as support for clergy and can be a great resource for ideas related to ministry.

**State Council of Hawaiian Churches** - a voluntary group of churches that have deep roots in Hawaiian culture. Keawala'i is a member of this group and sends its pastor and a lay leader to meetings that are held semi-annually.

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

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

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

**We will rely on our new pastor's creativity, adaptability and innovative thinking to help maintain and grow our strong faith community. This will require effective communication skills and a willingness to listen to the *mana'o* (wisdom) of those familiar with Keawala'i's history and traditions. The new minister will also work with the congregation to preserve the serenity of our cherished *pu'uhonua* (sacred place; sanctuary).**

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

**Hawaiian culture and language are an integral part of our identity as a Hawaiian church, so we envision a minister who will honor and employ them as much as possible. He or she will welcome and accept all with aloha, help to increase our local membership, and remain in contact with those who have been married and/or baptized at Keawala'i. An essential means of communication has been the congregation's bi-monthly newsletters that enrich the lives of our expansive *'ohana*.**

To see the Newsletter attachment: you may click the (1) link below, or click the (2) link, scroll to the bottom, and click the date.

(1) [http://www.keawalai.org/images/March%20April%202023\\_sm.pdf](http://www.keawalai.org/images/March%20April%202023_sm.pdf)

(2) <http://www.keawalai.org/>

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

**We have maintained an inclusive, multicultural worship service. The church has been faithful to our *Kūpuna* (honored elders). We are thankful for their faithfulness in maintaining worship services “from generation to generation” in both English and Hawaiian (an irreplaceable part of our identity).**

**Whoever comes as a minister will be provided a scholarship to attend ‘*Ōlelo Hawai‘i* (Hawaiian language) and cultural courses at the University of Hawai‘i Maui College (UHMC). This is a requirement if one is not familiar with the Hawaiian language and 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.

## **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 at work through the elements of Christian worship to nurture faith.**
- **Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.**

## **NURTURING UCC IDENTITY**

- **Acknowledging Jesus Christ as the sole Head of the Church.**
- **Communicating passion for the oneness of the Body of Christ (John 17:21).**
- **Holding active membership in a Local Church of the United Church of Christ.**
- **Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.**
- **Knowing and appreciating UCC history, polity, and theology.**
- **Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.**

## **ENGAGING SACRED STORIES AND TRADITIONS**

- **Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.**
- **Maturing in effective proclamation and biblically based 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.**

## **WORKING TOGETHER FOR JUSTICE AND MERCY**

- **Drawing on the ministry of Jesus Christ to confront injustice and oppression.**
- **Practicing the hospitality of God.**
- **Identifying and working to overcome explicit and implicit bias in the life of the Church.**
- **Understanding community context and navigating change with a community**
- **Engaging in mission and outreach.**
- **Building relationships of mutual trust and interdependence.**



## **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 the members of Keawala‘i Congregational Church to continue to be a loving and welcoming congregation...one that is sensitive not only to the needs and concerns of its current members, but also has an awareness of making first-time and occasional attendees feel the ever-present sense of peace and inspiration of Keawala‘i.**

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

### **Congregation Challenges and Opportunities:**

**We are finding new opportunities in the challenges of discipleship and stewardship.**

**Our services are continuing in a hybrid format of in-person, live streaming and recorded for on demand viewing. This continues to be a win-win. We strive to provide much needed in-person socialization as well as maintaining connection with those not able to attend. We have a sizable following off island and on the mainland.**

**Our changing neighborhood from rural to a higher density of seasonal residents is beginning to be felt in a more positive way. Because of the uniqueness of our sanctuary and grounds, we are becoming a destination church for weddings, vow renewals and baptisms. This also exposes and brings an awareness of our church to those attending and participating in these events.**

### **Community Challenges and Opportunities:**

**Life in Hawai‘i is quite different from that on the continental U.S. Hawai‘i is a vast melting pot of ethnic and cultural identity and practices. Life is laid back with a casualness that is referred to as “Hawaiian Time.”**

**There is a palpable gentleness here in Hawai‘i, which is known for its aloha spirit. The Hawaiian Islands are home to active volcanoes and magnificent scenery, and are surrounded by the Pacific Ocean, making Hawai‘i the most remote, populated land mass on earth at over 2,000 miles from any other land. The feeling of isolation called “Island Fever” can be real, so it’s important to stay connected with family and**

**friends. Traveling can be challenging. You have to fly to get to the other islands or the continental U.S. You must have a car to get around Maui.**

**Keawala'i is a grounding and safe haven for our congregation, both residents and visitors. Keawala'i's Outreach program provides financial assistance for the three islands that make up Maui County (Maui, Moloka'i, and Lāna'i). The Hui Mālama (helpful team) provides services for our members in need.**

**Therefore, coming to Maui involves some adjustment, but the advantages are endless.**

### 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.

**The worship service includes the reciting of our Mission Statement both in English and Hawaiian.**

*Keawala‘i Congregational Church,  
founded by our kūpuna,  
is committed to sharing God’s aloha  
from generation to generation.  
As haumāna of Jesus Christ we  
welcome all, love all,  
and accept all into our ‘ohana.  
Keawala‘i ministers to all  
through the spiritual gifts we share  
as a diverse community  
uniting our Christian faith  
and Hawaiian heritage.*

**Our worship services follow the liturgical calendar year. We incorporate our Hawaiian Culture and cherish our rich Hawaiian Heritage throughout the service.**

**The church provides a profound sense of sacredness. The beautiful bay fronting the church and the amazing view of Haleakalā reminds one of the greatness of our God. The land on which the church stands is a sacred place where one can be at peace with oneself and the world. Many who silently walk the grounds leave this place refreshed and at peace with themselves.**

### **Taka's Journey to Keawala'i:**

**On June 2, 1996, I had left the denomination that was my church home for almost forty years. I made my way from my Kula home to Keawala'i church with no thoughts of finding a church home. Everything that I had cherished for the last forty years no longer mattered as I left it all behind. I was not sure what was ahead for me. Ellen Caringer had recommended that I visit the church.**

**I was a little early and found the church empty so I found a seat in the back of the sanctuary on the makai side (oceanside). Moments later, people began to fill the pews in the church sanctuary. I was drawn to one of the worship leaders sitting next to the Kahu (pastor), Aunty Caroline Delima. She led the church with the Lord's Prayer. Both the Hawaiian songs and the English songs were sung with Danny Brown playing the old organ and Kahu Alike led the service. The service felt welcoming. I felt much at home as I worshipped in this "new found place of worship." I subsequently attended the church services on Sundays and soon was a regular worshipper at Keawala'i.**

**The church grounds also had a special feel to it. I felt connected to this place. It was a *pu'uhonua* (a sacred place) for me. God's presence was in this place. Ellen joined me worshipping at Keawala'i and we joined the church as members on Easter Morning, March 30, 1997.**

### **Linda's Journey to Keawala'i:**

**I first came to Keawala'i in August 1993 after the birth of my daughter, Jade. We were looking to have her baptized and I had seen a picture of a beautiful baptism in the ocean at my friend's house. We came and met with Kahu and set up the baptism. At that time, baptisms were not done during service. The following week, we received a letter welcoming us to attend service. I was nervous to bring a baby but we came and never left. Throughout the past 27 years, Keawala'i has been the place I came to during good times and bad. I was married here and the church '*ohana* (family) supported me through my divorce. My children spent every Sunday here for the majority of their childhood and were very active in the youth program. The Sunday school program grew and grew during that time and we even incorporated an outrigger canoe program during summer breaks which was very fulfilling for me. Whenever I need a spiritual uplifting, I know that I just need to step on the church grounds, no matter what time or day.**

**Describe several strengths or positive qualities of your congregation.**

**Our church is a multicultural church. Its strength comes from its willingness to accept, to love and care for each other. Our willingness to adhere to an agreed upon Mission Statement has helped us deal with issues of our ethnicity, our diversity and our beliefs.**

**The leadership has revised the bylaws of the church as needed. A current revision is now underway. We have refined the structural changes in the church organization to try to provide a clear understanding of the church's boards and committees.**

Describe what worship is like when your congregation gathers.

**Our regular Sunday worship service takes place in our Hale Pule (Church Sanctuary) at 10:00am. The service lasts for approximately 60-75 minutes. Announcements and the welcoming of visitors are included before service begins. The formal services begin with a processional, including the Pastor, the Liturgist, and the Deacons.**

**A very special part of our 10:00 am service includes “*Ka Manawa no nā Keiki a me nā ‘Ōpio*” (Time for Children and Youth). Our Kahu invites our youth to gather in front of the altar for scriptures and a meaningful (and frequently humorous) exchange, after which the children attend Sunday School. Children are also welcome to receive the elements on Communion Sunday.**

**Two important and comforting inclusions in our worship services are when the congregation recites our Mission Statement in English and Hawaiian and sings The Lord’s Prayer also in English and Hawaiian.**

**The closing of the service ends with a processional. The members of our congregation — residents and visitors alike — leave our sanctuary feeling the love of God from our Kahu’s prayers and inspirational message.**

**Our service at 10:00am is also available live-streamed. The choir rehearses before the 10:00am service.**

**The service includes the ringing of the church bell and the blowing of the pū (conch shell). The music ministry is an integral part of the worship service. The church is blessed with a church organ and grand piano. We have a pianist with periodic organ accompaniment as well as an adult choir. The church is often graced with guest participation of music and/or hula. The services honor our Hawaiian heritage by including readings and songs in Hawaiian. Keawala‘i utilizes the Hawaiian hymnal, Nā Hīmeni O Ka Ekalesia, and The New Century Hymnal. All of these elements add to a very spirit-filled worship service. We have Aloha Hour (Fellowship) in the pavilion after services.**

**To see the worship bulletin attachment: click the (1) link below, or click the (2) link, scroll to the bottom, and click the date.**

**(1) <http://keawalai.org/bulletins/Sunday,%20May%202021,%202023.pdf>**

**(2) <http://www.keawalai.org/pastoralupdate.html>**

**Both the Easter Sunrise Service and the Christmas Eve Service are held outside on the church grounds with approximately 500 people attending. These services usually include having guest musicians participating. Both services are led by the Kahu of the church with the church choir as part of the program.**

**Baptisms are performed during Sunday service with the family and the congregation participating. After the service, weather permitting, all are invited to walk to the beach to witness the ocean ritual.**

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

**Over the last few years, the majority of our youth have grown and moved away. The Sunday School consists of only a few children of different ages. This is an area that we would like to grow. We have offered movie night, pumpkin carving and Easter egg hunts in the past to attract more children to the program.**

Describe how your congregation is organized for ministry and mission.

**The church bylaws set out the organization of the church. We have a moderator, vice-moderator, treasurer, secretary, and assistant treasurer as church officers. The four boards in the church consist of The Board of Mission and Outreach, The Board of Education, The Board of Trustees, and The Board of Deacons. The Church Council is comprised of the chairs of each Board and the officers of the church. Most operational decisions are made in the Deacons' and Trustees' meetings. The annual meeting and the church council meetings are where major decisions are made.**

How are decisions communicated in your church?

**Day-to-day operational decisions are communicated verbally or through email to the affected people. Decisions affecting a large number of people are communicated during announcements prior to the Sunday service, through the bi-monthly newsletter or through email.**

How are teams or committees organized?

**Volunteers are sought for teams and work activities. The chair of the appropriate Boards will usually lead the effort. We have specific committees set out in the bylaws such as the Outreach Committee or the Cemetery Committee that work under the guidance of the applicable Board.**

Where does your church struggle for vision?

**The era of having Native Hawaiian Pastors leading our 1832 missionary church has come to an end. The retirement of Kahu Kealahou Alike (after 29 years of service) has brought about an identity crisis.**

**Many meetings, surveys and one-on-one discussions have brought the congregation closer together as we contemplate what we stand for and how to be of service to others.**

**This is an ongoing process that will be a fertile field for our new pastor to nurture.**

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

**Most of the boards or committees meet once a month for approximately 2 hours. Most boards meet after church on Sunday.**

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

**The church prides itself on responding quickly to all problems big or small in a fair and compassionate manner. The way Keawala‘i dealt with the COVID-19 crisis is a great example. An ad hoc group comprised of primarily officers of the church was called together. We switched to virtual services and enforced all Personal Protective Equipment (PPE) guidelines for anyone on church property. This was done within one week and with no interruption of services.**

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. A copy of the bylaws and the annual report are available.**

**3b. 11-YEAR REPORT**

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**(See attachment: 11-Year Report)**

**3c. CONGREGATIONAL DEMOGRAPHICS**

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**Keawala‘i Congregational Church serves a unique congregation. In addition to our members and associate members (largely those who spend all or a significant part of the year on Maui), we have a very large number of friends who participate but who have not joined the church. We also have ‘ohana worship with us when they visit. ‘Ohana is the Hawaiian word for family and these people are considered part of our church family.**

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	150	X
Number of active non-members:	53	
Number of Friends:	135	
Number of ‘Ohana members:	1950	
Total of church participants (sum of the numbers above):	2295	

Percentage of total participants who have been in the church:

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

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>
			5%	10%	20%	25%	25%	15%	X

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		X
Households with minors:	10%	X
Single adults age 35-65:	15%	X
Joint households with no minors:	60%	X
Single adults over 65:	15%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	20%	X
College:	50%	X
Graduate School:	20%	X
Specialty Training:	10%	X
Other (please specify):		



Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	20%	X
Adults who are retired:	60%	X
Adults who are not fully employed:	20%	X

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

**Our members are largely retired. Those that are working include a lawyer, physical therapists, real estate salespeople, property managers, a financial planner, teachers, and hospitality personnel.**

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 on the diverse side of monocultural. The Hawaiian Islands are culturally diverse. Most of our members are of European, Asian, or Hawaiian descent; many are a combination of these ethnicities.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future?

**Keawala‘i’s Mission Statement emphasizes inclusivity and is recited during each Sunday service.**

### 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	n/a	
Baptisms <i>(number 2022)</i>	5	Pastor, Deacons
Children's Groups or Classes	6-8	Sunday school staff
Christmas Eve and Easter Worship	500 each	Pastor, Deacons, Trustees, volunteers
Choirs and Music Groups	30	Music Ministry, Pastor
Church-based Bible Study	15, Zoom	Pastor
Communion <i>(served how often?)</i>	1x/month	Deacons, Pastor
Community Meals	n/a	
Confirmation <i>(number confirmed last year)</i>	n/a	
Funerals/Memorials (2022)	10	Pastor, Deacons, family members
Intergenerational Groups	n/a	
Outdoor Worship	Blessing of the Animals, Christmas, Easter	Pastor, Deacons, Hospice staff, various lay leaders/volunteers
Prayer or Meditation Groups	Lent season via Vimeo 300+	Pastor, film staff, various lay leaders
Public Advocacy Work	n/a	

Retreats	n/a	
Theology or Bible Programs in the Community	n/a	
Weddings/Vow renewals (2022)	7	Pastor, Administrative Coordinator
Worship (time slot: Sunday 10 a.m.)	85	Pastor, Deacons, Music Ministry
Young Adult Groups or Classes	n/a	
Youth Groups or Classes	n/a	
Other - Book Club	12	Lay Leader

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)
Bob Nelson	Episcopal			Y
Danette Kong	Three-way Covenant	Hospital	Healthcare, Chaplain	Y
Dennis Barger	Presbyterian			Y
Jimmy Aarona		Hawaiian Churches	Licensed Lay Pastor	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: **Our current retired ministers participate as active members of the church.**

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
Administrative Coordinator	No	FT - \$44,160	Kahu	4 years
Custodian	No	PT - \$10,512	Kahu	12 years
Outreach Coordinator	No	PT - \$4,600	Kahu	4 years
Pianist	No	PT - \$6,000	Kahu	1 year

#### REFLECTION

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

**Keawala'i Church is a talented, energetic, diverse community of faith that strives to follow Jesus in being open and welcoming to all.**

### 3e. CHURCH FINANCES

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

Source	2022
Annual Offerings and Pledged Giving	\$154,114
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$0
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	\$855
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$0
Weddings	\$6,558
Other (specify): Summer Appeal	\$23,379
Other (specify): Annual Appeal	\$38,154
Blessings	\$500
Other (specify): Gift Table Sales	\$2,088
<b>TOTAL</b>	<b>\$225,648</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$388,909.00 (2023)**

**Our church is challenged because the majority of the financial support comes from visitors. We have been able to support our mission and outreach through appeals made to the church's broader 'ohana (family).**

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

**(Attachment: Church Budget – within the Annual Report) - Click the (1) link to view the budget or (2) link, scroll and click the image to view the budget within the report.**

**(1) [http://www.keawalai.org/2023%20Annual%20Meeting%20Report\\_sm.pdf](http://www.keawalai.org/2023%20Annual%20Meeting%20Report_sm.pdf)**

**(2) <http://www.keawalai.org/council.html>**

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

**45.8%**

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)*

**X Our Church’s Wider Mission (OCWM – Basic Support)**

**X One Great Hour of Sharing**

Strengthen the Church

**X Neighbors in Need**

**X Christmas Fund**

**Keawala‘i participates in two Hawai‘i Conference offerings: the annual Henry ‘Ōpūkaha‘ia contribution that is used to support the educational efforts of Hawaiian churches; and the Kalaupapa contribution that is used to support the Kalaupapa Leprosy (Hansen's disease) Settlement on Moloka‘i.**

In what way is OCWM (Basic Support) gathered?

**The OCWM contribution is a budgeted amount forwarded to the Conference.**

What is the church’s current indebtedness?

**No current debt.**

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 pending. The new roof and steeple restoration was completed in the Spring of 2023.**

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

**The church has not had a capital campaign nor is one anticipated.**

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

Does your church have an endowment?

**Keawala'i has two endowment funds. One fund is designed to support the future operations of the church. The value as of 12/31/22 was \$779,519. The second fund is specifically for the support of the church's Outreach program. The Outreach program gives grants to needy individuals and families throughout Maui county. The value of the Outreach fund on 12/31/22 was \$64,246.**

**There are specific rules for the operation of the endowment funds.**

Total Assets

Reserves (savings): **\$1,250,000 (The great majority of this money is designated for a specific use).**

Investments (other than endowment): **\$250,000**

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

Describe all buildings owned by the church:

**The sanctuary dates back to the mid-1800s. It is a small building that utilized a design brought by the missionaries that has been built in several locations in Hawai'i. The building is constructed of local stone, coral, and wood. Our church seats approximately 160 people in 15 rows of pews.**

**There is a small office building that has an office for the pastor and the church administrative coordinator, two class/meeting rooms, and a kitchen. A roofed pavilion adjacent to the office building is utilized for many outdoor activities including the weekly Aloha Hour following worship. A freestanding building behind the church houses the restrooms.**

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

**One half of the parking lot is leased.**

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

**All buildings are wheelchair accessible. The pulpit area is not wheelchair accessible.**

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

**Our church is challenged because the majority of the financial support comes from visitors. We have been able to support our mission and outreach through appeals made to the church's broader 'ohana (family).**

### **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.

**In 1832, Keawala'i Congregational Church was established by New England Missionaries in the Hawaiian community of Mākena. In the early 20th century, weather patterns changed and once fertile lands became parched. Small farmers who lived in Mākena were forced to begin life elsewhere on Maui. The Great Depression, followed by World War II, greatly affected the life of the church and the membership diminished. In the 1950s, the church was revitalized by the few remaining members who supported and maintained Keawala'i. In the 1970s, a hotel and improved roads made Mākena more accessible. People from all over the world came to the area and the community became more diverse. The current membership of Keawala'i is comprised of Maui residents and island visitors. One of the most important aspects of our church is the value that is placed upon our *kūpuna* (honored elders). Throughout the years, our *kūpuna* have been respected for their *mana'o* (opinions, thoughts). We bestow upon them the local style and tradition of honoring them as "Auntie" and "Uncle."**

**The most important event in the last ten years was Kahu Kealahou Alike's retirement after having served as our pastor for 29 years and the hiring of Kahu Scott Landis as our Interim Pastor to assist in the congregation's transition.**



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

**The COVID-19 pandemic has become a source of unending creativity in the way we do things but not without a cost. Our worship services and some of our committee and board meetings are now hybrid. Fellowship groups meet either in person, on Zoom, or are hybrid as well. While gathering virtually is convenient, we have noticed a slow but noticeable erosion in the strength of our community. We have managed to deal with the threat of the pandemic but now must take steps to strengthen our 'ohana in ways yet to be discovered. We will need to work with our new pastor to explore alternatives on building our community for the future.**

Describe your congregation's values and practices when it comes to conflict.

**Our congregation places a high value on integrity and honesty, and has a shared sense of kindness and aloha when a member is in need. The best overall description of the values of our congregation is found in our Mission Statement.**

**On the rare occasion when a conflict arises between members of our congregation, they are encouraged to turn to the Parish Relations Committee. The committee also serves as the liaison between the pastor and the congregation and attempts to effectively handle any disagreement before it becomes a significant issue.**

What is an example of a recent conflict and something your congregation learned from it?

**There was an issue with an employee over a pay increase that was requested. There was a difference of opinion in problem-solving strategies that resulted in difficulties in communications. Following repeated attempts to resolve the situation, the employee decided to tender his resignation. While the aforementioned situation left several in our congregation feeling frustrated, church leadership acted in good faith and adhered to proper protocol.**

**What we learned from the conflict is the importance of clear expectations for job performance and pay increases and the need to maintain confidentiality in all related discussions.**

Describe an occasion when your church experienced conflict without being able to resolve it well.

N/A

Does your church have policies, protocols or structures for dealing with conflict?

**Yes. Upon request or as needed, our Parish Relations Committee serves as a mediation team to facilitate communication and assist in problem-solving and conflict resolution among the church members, Boards, and Committees. The Parish Relations Committee and the members that seek assistance to resolve conflicts do so with the understanding that all matters are held in strict confidence.**

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

Staff member's name	Years of service	UCC Standing (Y/N)
Kealahou Alike	29	Yes
Scott Landis (currently serving)	3.5	Yes

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

**The members of our church have learned that we can love and respect our ministerial leadership while still having the freedom to have open discussion and debate. We have been blessed with ministerial leadership that speaks to the heart of our congregation while sharing wisdom for our members to live their lives by.**

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

---

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

**For Keawala‘i’s outward service, our Outreach Committee has provided financial grants to Maui Food Bank, Hale Kau Kau (house of food), which is a Catholic charity that provides prepared meals, and A Cup of Cold Water, which is an Episcopal outreach ministry in the community. The Outreach Committee also provides financial assistance to other agencies to help cover fees for housing and treatment.**

**Keawala‘i also has an inreach service called Hui Mālama (helpful team). The Hui Mālama volunteers provide assistance to members and friends of the church that are in need of care and help in various situations, including home visits, transportation, meals, and whatever else a person may need.**

What is currently transformational in your church’s engagement with neighbors near or far?

**Keawala‘i’s current transformational engagement with a neighboring property owner has slowly resolved despite several years of a somewhat contentious relationship. The current leadership of the church has developed a supportive and ongoing working relationship with the property owners.**

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

**Keawala‘i Congregational Church is a member of the ‘Aha o Nā Mokupuni o Maui, Moloka‘i a me Lāna‘i and the Hawai‘i Conference UCC. Designated delegates attend scheduled meetings and participate in workshops and various other activities.**

**At the National level, Hawai‘i Conference UCC designates participants from the various churches of the conference to participate. The pastor is the primary liaison between the wider setting and the local church.**

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.

**X Accessible to All (A2A)**

- Creation Justice
- Economic Justice

**X Faithful and Welcoming**

**X God Is Still Speaking (GISS)**

- Border and Immigrant Justice

**X Intercultural/Multiracial (I'M)**

- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

**Keawala‘i Congregational Church is a faithful and welcoming, intercultural, multiracial community that is accessible to all people. The church will await the arrival of the new pastor before forming plans to participate in any witness programs (as above).**

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

**Keawala‘i Congregational Church hosts an ecumenical service every year on Memorial Day with Hospice Maui. In the past, members of Keawala‘i have attended interfaith services at various sites. Our current pastor also participates in the Maui Minister’s group and the Interfaith group on our Island.**

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.

**Our Mission Statement has three basic tenets...**

- **sharing God's aloha from generation to generation**
- **we welcome ALL people into our 'ohana**
- **uniting our Christian faith and Hawaiian heritage**

**Keawala'i is considered an intergenerational church. Following the beginning processional and hymns, keiki (children) are invited into the worship service by sitting on the floor with our Kahu. They may share in hearing about the scripture theme, listening to special music, communion, etc., prior to attending Sunday School. All of our worship services, especially Christmas and Easter, incorporate all age groups.**

**Although Keawala'i is not officially designated an Open and Affirming church, our practice is to be open and affirming by welcoming all, loving all, and accepting all into our 'ohana in accordance with our Mission Statement.**

**We unite our Christian faith and Hawaiian heritage by the incorporation of the Hawaiian language (with English translation) into our worship service. The Lord's Prayer and our Mission Statement are enjoyed in both English and Hawaiian, and we sing at least one Hawaiian hymn.**

**We thank God through worship, songs, dance, sacred words, and our connection with the environment.**

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?

**Our new settled pastor will spend the bulk of his or her time focused on the Keawala'i church congregation and its programs. This would include weddings, baptisms, funerals/memorials, blessings, and home and hospital visits.**

## 4b. MISSION InSite

---

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

**Retired persons have moved to the island of Maui and many young local adults have moved to the mainland. New online work programs may draw people to Maui or encourage others to return home.**

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 membership and visitors are generally older than the population of South Maui, which includes the adjacent areas of Kihei, Wailea and Mākena. Kihei (pop. 20k) is a working and retirement populated area. Wailea (pop 6k) is a resort and retirement area. Mākena, where the church is located, has a population of 140 people.**

**Maui has a population of 160k. The racial makeup of the county is 33.01% Asian, 28.90% White, 22.24% from two or more races, 10.72% Native Hawaiian and Pacific Islander, 1.40% Black or African American, 0.37% Native American and 1.36% from other races. 7.8% of the population is Hispanic or Latino.**

**A large percentage of the congregation is Caucasian; however, we also have several different ethnic groups that mirror the county's racial makeup. The majority of our members live in South Maui, but others reside within different communities on the island.**

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

**Keawala'i was once considered to be in a very remote location. Although the communities adjacent to our church, such as Kihei and Wailea, have grown, Mākena remains physically remote with fewer neighbors. However, there is development occurring within our immediate neighborhood that will increase the population of Mākena substantially in the next few years. It is unclear at this time how this increased population will impact the church.**

**Virtual services: Due to COVID-19, our church services were completely switched over to a virtual service. Since returning to in-person worship, many of our members (especially on the mainland) have continued to participate in worship through livestream. It appears there is a demand for virtual services to continue along with our in-person worship service. We expect the increased population will positively impact the church.**

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

- **historic landmark church**
- **beautiful, serene site**
- **outreach work**
- **use of the Hawaiian language**
- **singing Hawaiian hymns**
- **weddings, baptisms**
- **funerals/memorials**
- **the ocean**

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

- **Kahu Kealahou Alike, beloved former pastor**
- **music ministry**
- **family baptized at the church**
- **married at the church**
- **hospitality**
- **fellowship**
- **ancestral ties**
- **online presence**



## 5. REFERENCES

(Attachment: References)

### REFERENCE 1

**Name:** Caroline Belsom

**Position:** Attorney at Law

**Setting:** Member of Waiola Church, Lāhainā, Maui, Hawai‘i

**Phone:** (808) 661-4252

**Email:** CPBelsom.law@gmail.com

**Relationship to the congregation:** Friend of the church

### REFERENCE 2

**Name:** Dorothy Lester

**Position:** Former Associate Conference Minister, Hawai‘i Conference, UCC

**Setting:** Hawai‘i Conference

**Phone:** (808) 563-0295

**Email:** DLester@hcucc.org

**Relationship to the congregation:** Former Associate Conference Minister

### REFERENCE 3

**Name:** Kahu ‘Ānela Rosa

**Position:** Pastor

**Setting:** Waiola Church, Lāhainā, Maui, Hawai‘i

**Phone:** (808) 661-4349

**Email:** info@WaiolaChurch.org

**Relationship to the congregation:** Friend of the church





## **6. CLOSING THOUGHTS**

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

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

---

**Poem by Taka Harada**

## **Keawala'i**

**The winds of Moa'e Kū caress my spirit  
The cool, fresh winds born in Hāna  
Traversing the cliffs of Kīpahulu  
Softly blowing over the grassy plains of Kaupō  
Sweeping through the arid lands of Kahikinui  
Cooling the enchanting fields of Kanaio  
And resting finally in Honua'ula  
Refreshing the souls of Keawala'i!**

**Intermingled with the rains of Lilinoe  
Rains born within the bosom of Haleakalā  
The early morning mist caresses your mountaintop  
Forming clouds that fill with life-giving rain  
Descending along the mountainside  
Giving life to all the forest trees and birds  
Stretching across the skies above Honua'ula  
Giving life to Keawala'i and Kaho'olawe!**

**Awakening from the deep in the distant horizon  
The morning sun rises out of the eastern skies  
Rising moment by moment into the sky  
Nourishing the earth below  
Following the perfect will of God  
Like the winds of Moa'e Kū  
And the Lilinoe rains of Haleakalā!  
Creating for us a "peaceful land"!**

**God through nature touches us each day  
Grateful for this special gift of life  
God forever smiles upon his creation  
This place called Keawala'i  
Our beautiful peaceful bay  
Protected and guarded by 'Āpuakēhau  
Nurtured by the wind, and rain, the sun  
Here... lives the tranquility of Mākena.**

**Amen!**

## 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 Pastoral Search and Call Team (Joe McDermott, Nathan Moore, Dian Gruber, Linda Somera and Sue Nygren).
- The Church Council and the Board of Trustees.
- The congregation was invited to participate in three different small group meetings; approximately 45 people participated.

Signed:



Name / Title / Date:

Joe McDermott / Pastoral Search Committee Chair, Trustee / July 1, 2023

## 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: David Popham, Conference Minister

Email: dpopham@hcucc.org

Phone: 808-537-9516

Date: July 18, 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*

CAROLINE PETERS BELSOM  
ATTORNEY AT LAW, LLC

May 30, 2021

To whom it may concern;

I have been asked to write a letter of reference for Keawala'i Congregational Church in Makena, Maui, Hawai'i. I understand that this letter is intended for use as part of the Church's search and call process and that a prospective candidate may wish to contact me by telephone. My contact information is provided at the bottom of this stationary.

I am familiar with the Church through training sessions that I conducted with its Boards and/or committees on developing a safe church policy, on conducting meetings, and on revising their governing documents to meet the current state non-profit corporation laws. As the legal representative of the Hawai'i Conference Foundation, I worked with the Church's leadership on a matter of their shared ownership of real property with a third party. Over more than ten years I have become familiar with various members of this Church when I served in different capacities with the Tri-Isle Association and the Hawaii Conference United Church of Christ, both of which were organizations in which the Church was a member. As the Conference Council Chairperson, I worked closely with their former pastor/kahu, Rev. Kealahou Alike, who served on the Council, and over the years I have gotten to know several of the Church's moderators.

This congregation has as its mission the sharing of God's aloha/love to all regardless of their age, race, ethnicity, abilities. The roots of the Church are in the Hawaiian culture, and one of the strengths of the Church's ministry has been how its members carry out that mission in ways that honor the Church's cultural heritage. The Church is located at the edge of a resort community, and it attracts many visitors and part-time Maui residents to explore its grounds, its history, its mission, and its services. In carrying out its mission within this underlying Hawaiian context, the Church has been able to educate its members and its guests about the host culture. The Church has become a culturally diverse community of faith that welcomes all people to its campus and to its ministry. Another strength of the Church is the dedicated group of people within its congregation who provide the leadership the Church needs to carry out its ministry efficiently and effectively.

This last point regarding the dedicated leadership of the Church also brings concerns regarding the Church's ability to sustain itself. As with many of our UCC churches, Keawala'i has an aging membership and struggles to attract and keep young families with small children and to create a strong basis on which to build its future. The Covid 19 pandemic, with all its restrictions, has not helped the situation. The next pastor will need to lead the congregation in exploring ways to prepare for the passing of those in leadership, ways to inspire young adults and teens to take on

P.O. Box 2458, Wailuku, Maui, Hawai'i 96793 • 808-661-4252  
[Cpbelsom.law@gmail.com](mailto:Cpbelsom.law@gmail.com)

Keawala'i Church Ref. Ltr  
May 30, 2021  
Page 2

leadership roles, and ways to continue to minister to the community while taking on these transition issues.

Another challenge will be working with a group for whom the pastor has provided pastoral leadership for more than 30 years. He was a pivotal person in the life of the church and the impact of his leadership will need to be assessed and taken into account as the membership transitions into new pastoral leadership.

It has been about three years since I last worked directly on a significant project with the leadership of Keawala'i Church. My experience with the Council and Board members during each project was that those in attendance were interested in what I had to say, asked lots of questions, and were willing to brainstorm solutions. They were asked to focus on what would be in the best interest of the church and they were able to do so. Our work centered on revisions to their Safe Church Policy and their involvement displayed genuine concern for the safety of all members and guests to the Church. There may have been some changes in leaders since then, but it seems fair to say that the pool from which the leaders are drawn continues to have the courage and integrity to make good, informed decisions.

Should you have additional questions or concerns, I would be glad to arrange a time to visit with you by phone or by Zoom.

Sincerely,



Caroline Peters Belsom, Esq.



June 24, 2021

I have been familiar with Keawala'i Congregational Church for a number of years, part of that time as the Associate Conference Minister who worked with churches on Maui.

It's difficult not to think of the church first as the church building because it so wonderfully exemplifies old Hawaiian church buildings in a beautiful ocean-front setting. I did not know the church when it was housed in a struggling, dilapidated building. I only have known it as a church that is polished, from the way the floor shines to the way it serves the few old-timers, those who have made Keawala'i their church home, and the many who have worshiped there while visiting Maui. The spirit of old Hawai'i has continued into the present in the aloha giving through mission and through continuing contact with visitors in the affluent neighborhood.

It is my hope that the called minister will be able to continue to lead the church with the resilience of the past, the polish of the present, and the spirit of aloha, reflecting that God has been recognized in the Hawaiian community through this church at Makena since 1832 and is still speaking.

I see Keawala'i as the church in Hawai'i that best learned how to be a church with members nearby and people on the continent who also consider the church "theirs." It is a model that helped during the pandemic as worship was available for all online and connections continued even when travel wasn't possible.

This is a congregation that has provided many creative and knowledgeable leaders, both clergy and lay, for the Hawai'i Conference and Tri-Isle Association

Because the long-term pastor left just before the impact of COVID, the presence of an experienced interim pastor has been essential. The church, under his guidance, is in the process of discovering how to engage in ministry in a changing time.

There will be challenges ahead, but with the resilience, polish, and spirit of aloha, Keawala'i is ready for those challenges.

Dorothy M. Lester



Associate Conference Minister

Keawala'i Congregational United Church of Christ  
5300 Mākena Road  
Mākena, HI 96753  
808-879-5557

Please complete the following information for our Church Profile. You may/not be called by prospective candidates for further information in the future. Mahalo for agreeing to help our church in this aspect of the search process.

## REFERENCE

**Name / Position / Setting**  
**(Telephone / Email / Relationship to the Congregation)**

ʻĀnela Rosa  
Kahu / Pastor at Waiola Church (Lāhainā, Maui)  
808-281-9306  
[kahuanela@waiolachurch.org](mailto:kahuanela@waiolachurch.org)

My ʻohana is from Mākena and its history with the church is the formation and “start” of the congregation that goes back generations. My grandfather served as the Moderator in his time, other family members have served in many different capacities. Majority of the people buried in the cometary or recognized by plaques or head stones, are related to me.

## PROMPTS FOR REFERENCES:

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

Keawala’i has always shared the good word of the gospel in every form. To teaching in Sunday School, their story time with Keiki during worship and in the actions as the congregation interact with the many facets of people that travel to Mākena. The spirit of Aloha is present, the use of the host culture in the service with scripture and song is important. The music has always been one of my favorites when I have the opportunity to attend church. Music sings to the heart with the message it shares.

**Describe some areas for improvement in this church’s ministry.**

I believe every church can always have improvement in their ministries and it will be determined by many factors of its people, capabilities, sometimes finances and experience. I honestly cannot share ways for Keawala’i to improve in this area.

**Describe a significant experience you have had of this church’s ministry.**

My 'ohana coming from Mākena has given me roots and foundation and I look at Keawala'i with this same sense. The many generations that have come through the doors gives us all a sense of "Home" and in the few times I am able to attend church or events I am reminded by those that continue to be strong in faith and love in all they do at Keawala'i.

**Anything else you wish to share.**

I am thankful for the opportunity to share some small insights during this journey of search for the people and community of Mākena and Keawala'i. I wish the committee the very best and pray for each of you in this process.

Mahalo,

*Kahu Anela Rosa*

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



**Church#:** 140590

**Assoc:** 192      **Schedule:** 0      Keawalai Congregational Church UCC      Makena      HI      96753

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	194	244	28	0	0	5	7	0	-2
2013	194	244	28	0	0	0	0	0	0
2014	200	218	22	0	0	8	2	0	6
2015	196	222	26	0	0	0	4	0	-4
2016	196	209	26	0	0	2	2	0	0
2017	210	195	26	0	0	20	6	0	14
2018	192	177	41	0	1	0	12	7	-18
2019	200	215	18	12	0	2	6	0	8
2020	192	215	4	0	0	1	6	3	-8
2021	218	50	0	0	0	0	0	0	0
2022	203	75	0	0	0	2	8	9	-15

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
2012	\$316,552	\$0	\$7,500	\$3,979	\$11,479	\$30,137	\$41,616	2.37	\$358,168	\$255,531
2013	\$316,552	\$0	\$7,500	\$3,198	\$10,698	\$0	\$10,698	2.37	\$327,250	\$0
2014	\$338,079	\$0	\$7,500	\$4,572	\$12,072	\$57,213	\$69,285	2.22	\$407,364	\$317,436
2015	\$340,318	\$0	\$7,500	\$16,678	\$24,178	\$67,306	\$91,484	2.20	\$431,802	\$273,845
2016	\$320,600	\$0	\$7,500	\$18,982	\$26,482	\$52,196	\$78,678	2.34	\$399,278	\$354,744
2017	\$318,145	\$0	\$10,000	\$3,077	\$13,077	\$39,087	\$52,164	3.14	\$370,309	\$292,864
2018	\$328,006	\$0	\$2,500	\$25,401	\$27,901	\$51,000	\$78,901	0.76	\$406,907	\$285,065
2019	\$330,429	\$0	\$7,500	\$4,036	\$11,536	\$60,000	\$71,536	2.27	\$401,965	\$358,474
2020	\$363,842	\$0	\$8,750	\$2,911	\$11,661	\$37,000	\$48,661	2.40	\$412,503	\$318,263
2021	\$361,519	\$0	\$7,500	\$0	\$7,500	\$0	\$7,500	2.07	\$369,019	\$0
2022	\$389,599	\$0	\$7,500	\$10,769	\$18,269	\$0	\$18,269	1.93	\$407,868	\$154,114

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-3.33	-61.54	-100.00	-90.00	183.33	22.46	39.70	10.14
2012-2022	4.64	-69.26	-100.00	-60.00	142.86	23.08	59.15	13.88

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.