

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Haili Congregational Church
Hilo, Hawaii

Settled Pastor

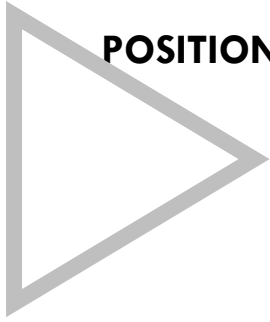
Hawaii Conference United Church of Christ

December 6, 2023

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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)*



POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Haili Congregational Church
Street address: 211 Haili Street
Supplemental web links: hailichurch.org

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

Conference: Hawaii Conference United Church of Christ,
As a Schedule 1 congregation, we relate to the Association of Hawaiian Evangelical Churches (AHEC) and our by-laws note our historic relationship with the Hawai'i Island Association.

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
Pastor Jonathan Roach, Associate Conference Minister on Hawaii Island, 808-895-8710,
jroach@hcucc.org
Lori Yamashiro, Office Coordinator, 808-791-5645, lyamashiro@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. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Haili Congregational Church was founded by missionaries in 1824. The Bible is our foundation. We serve God as head of our church and always pray that His will be done. We remind ourselves daily that our purpose is "to know Christ and make Him known" and we strive to live it! Simply put, we receive the Word and should be a church that spreads the Word; the Word is sharper than a two-edge sword. Our goal is unity in our congregation.

Photographs:



Figure 1 Haili Congregational Church



Figure 2 Kuhio Chapel-Keaukaha



Figure 3 Haili Christian School/Haili Gym

What we value about living in our area:

Haili Church is situated in the heart of Hilo town, a great place to live and raise children. Hilo has everything you need, lots of places to eat with delicious food, abundant stores for shopping, places to go to for socialization, beaches for family gatherings and lush green natural beauty. Hilo is also the home of “the Olympics of Hula” with our annual Merrie Monarch Festival.

Current size of membership: 77

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

Position Title: Kahu of Haili Congregational Church

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?

Using the compensation guidelines of the United Church of Christ, our support package of base salary, health insurance, retirement contribution, house allowance and car allowance ranges from \$55,000 to \$75,000 annually.

1b. SCOPE OF WORK

Scope of work for full time PASTORAL POSITION

- Full time
- Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Leadership development by working with people in the church to create ministry and programs
- Pastoral care in collaboration with lay people

- Community engagement and leading the way for the church to be an ambassador of God's love
- Weddings and funerals for participants in the worshipping community
- Strategic planning for current and new directions in ministry
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Participate in wider church activities such as conference and association meetings
- Faithful financial development and stewardship
- Responsibility for supervision of staff in coordination with the Board of Trustees
- Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations
- Counseling, listening and referral
- Study and prayer to increase faith and to improve skills to lead, teach, preach better
- Energizing and deepening the spiritual connections and faith understandings of others in all they do

Core Competencies:

Love of God – We seek a pastor who understands that God is the head of our church and always seeks His will, who knows how to preach and teach the gospel without fear and whose sermons are Bible based, inspiring, relevant, and applicable, and who possesses a leadership style that reflects the teachings of the “Good Shepherd”.

Love of People – We seek a pastor who is compassionate, caring, honest and humble. A pastor who is sociable and willing to work alongside our members in secular activities, who is “down to earth” and members feel comfortable coming to for counseling, and who demonstrates an understanding or willingness to learn about our Hawaiian heritage and the history of our Hawaiian church.

Love of Discipleship – We seek a pastor who can lead our members to live their lives according to God's word, who can encourage our members to practice life-long learning of God's word and who can mentor and teach our members how to spread God's word.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$45,000 to \$55,000 range

Benefits:

Salary plus Benefits

Benefits include health insurance, retirement plan contribution, car allowance.

What is the expected living situation for your next minister?

Since we do not have a parsonage, the new minister will need to find a place to live within a 15-mile radius.

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

Pastor should have transportation that will enable him/her to commute to the church within 20-30 minutes.

State any incentives:

Any incentive proposed by the candidate would be negotiable for inclusion in their call agreement/covenant.

Describe peer and professional supports available for ministers in your association/conference: The Hawai'i Conference, UCC offers Community Practices that are open to clergy with standing in any Association. These groups are focused upon ministry and empowering clergy to develop their competence for the practice of ministry in a variety of settings. They work to build community, cultivate knowledge and understanding through experience-based learning, and foster spiritual formation. In addition, the Hawai'i Island UCC clergy have monthly gatherings for fellowship and support. Also, there are several ecumenical and interfaith clergy groups in the Hilo area that are engaged in exciting support and ministry opportunities.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Not applicable.

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

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

- Evangelism
 - Motivate members of the congregation to reach others for Jesus
 - Be a witness for God

- Prayer Warrior
- Revival/Rebuild
 - Hawaiian Ministry
 - Church Membership
 - Youth Ministry and programs
 - Prayer groups and Bible studies
- Outreach – sustainable and organized
 - In the Community
 - Feedings
 - Blessings
 - Among the Members
 - Visiting sick and shut-ins
 - “Well check” calls/contact
- Transparency
 - Open Communication
 - Consensus building amongst various and sometime competing interests and priorities

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

Our church and its membership are the priority. The minister we are seeking must exemplify a person after God’s own heart, walking in faith and leading by example. He or she must be compassionate and encouraging to our members, reassuring them that they have a leader who truly cares about them. We must assure our members that our church is a place of integrity, truth, comfort, love, and warmth; a place where people feel welcomed and at home with God. The minister together with our Kahu Pono Daniel Kawaha (AHEC authorized licensed minister/Kahu) and church leaders must be able to stimulate the participation of the church to become a “Living Church”. This will help to bring about positive change to our church both internally and externally.

Beyond our walls - The minister must be inspiring and engaging and our congregation must be warm and inviting. These attributes will help us work together to encourage people into our church to establish a real connection with God. The minister must be able to collaborate with our leaders to establish various opportunities for our church to involve itself in the community. We envision our church as a hub of Christian love in the downtown area. Part of this vision could incorporate how we work together with our next minister to encourage youth and young families to our church.

In simple terms, the minister must be able to equip and educate the Saints to minister to:

- Family
- Friends
- Community
- Strangers

Jeremiah 29:11 For I know the plans that I have for you, saith the Lord, plans to prosper you and not harm you, plans to give you hope and a future.

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 native language, Hawaiian, is incorporated into our worship service. It is used in our call to worship, songs, scripture, prayer, and benediction. Our minister is encouraged to network and build relationships with ministers of other Hawaiian churches as he/she attends Island wide Hō'ikes (gathering of Hawaiian Churches to share what they've learned) and association Hālāwais (meetings).

Ideally, our next minister will be fluent in the Hawaiian language and a scholar of Hawaiian history, culture, and values. This knowledge would also include a comprehensive understanding of the history of our church and the role that it played in establishing Christianity in our community and state. **However, we are realistic.** We understand that our next minister will need time to learn and be a student of our Hawaiian language and heritage. Nevertheless, the next minister should have a basic understanding of the Hawaiian people and their values, especially as it relates to the importance of family. We need someone who understands this and is still able to be an effective witness, and teacher while helping all of us grow as God's children. Kahu Kawaha is a valuable resource for our next minister. He has a vast array of knowledge and experiences at Haili Church and Kūhiō Chapel. Besides his ability to perform the duties and responsibilities of a Kahu, he is available to assist the next minister to learn the language, culture and values of our Hawaiian people.

We recognize the challenges ahead of us and the difficulty of our "wants" for our ideal minister. As realists, we basically need a minister who is willing to learn to speak the Hawaiian language, and study the history, culture, and values of the Hawaiian people. We need a minister who is sensitive but able to challenge the cultural norms to assure we are aligned with God and able to explain that to the congregation.

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.

We received a variety of responses with respect to the areas of excellence. However, the top four areas of excellence that describes what we need in our next minister are:

Exhibiting A Spiritual Foundation and Ongoing Spiritual Practice

This mark hits the core of our faith and love for God. It is the basis upon which our next minister will build their ministry.

Building Transformational Leadership Skills

Our next minister must have these skills, or the church will remain stagnant, and our desire to spread the gospel to help grow the church spiritually, and in membership will not come to fruition.

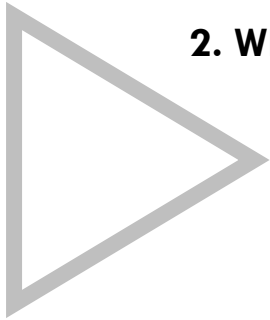
Strengthening Inter- and Intra- Personal Assets

It is important for our next minister to be transparent and have strong moral character and integrity. These attributes will build mutual trust and respect with our members and

others in our community which will strengthen the pastor-member and pastor-community relationships.

Engaging Sacred Stories and Traditions

Knowing the Bible and Scriptures, having the ability to give historical background and having the ability to translate it into an inspiring, relevant message for multiple generations would work wonders for our 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?

“Ua La‘a No Iehova” Dedicated to God

This motto hangs in our sanctuary on the front wall of the balcony facing the pulpit. When you leave our sanctuary, you are reminded that you are “dedicated to God.” As dedicated servants, our mission is to be fishers of men and disciples who share God’s love and are willing to nurture new believers in their spiritual growth. We believe God is calling us to be the “salt” and “light” to the world for those He allows into our lives, and we welcome into our congregation.

We are a Hawaiian church deeply rooted in Hawaiian history. We are believers who stand on the Word of God as our life source and rely on Him to show us His will. God is calling us to continue our spiritual growth, to be united in Him, to be examples of Christ in word and deed, and to be a beacon of light reaching out into the community.

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

Example one:

Several years ago, a decision was made to start a third worship service known as ‘Ohana Hour. Unfortunately, this decision was not shared with our congregation before it was initiated causing some consternation from the onset. Nonetheless, ‘Ohana Hour provided a contemporary praise and worship service. Worshipers were loud in their love for God, something we were not accustomed to on our campus because worship services at Haili and Kūhiō Chapel are more traditional although Kūhiō Chapel provides a more intimate setting and less formality.

In retrospect, we learned three important lessons from this experience, 1) Different worship styles can co-exist on the same campus and love the Lord, 2) How we initiate changes matter.

We need to communicate with our congregation by sharing information and providing an opportunity for input before implementing changes and, 3) We broadened our view of our own services by incorporating some of the musical influence of the praise and worship style into our traditional worship services.

Example two:

Our church is accustomed to handling and resolving our own internal challenges. However, during 2021 member complaints were submitted to Association of Hawaiian Evangelical Churches (AHEC). This resulted in a series of discussions between our Kahu and moderator, and the AHEC Committee on Ministry (COM). Eventually, this led to leaders of our church speaking with COM about our issues. COM iterated their desire to help but clarified that they had no authority over our church. Papa Makua Kahu Wendell Davis met with our leadership and Kahu for Ho'oponopono, a Hawaiian practice for healing. For Ho'oponopono to be successful, everyone involved must be willing participants and agree to move forward and let go of the issue(s). Although we did not reach consensus and healing leaders subsequently met this year and participated in healthy discussions of the issues in a respectful environment. This allowed leaders to speak freely, actively listen, achieve personal and collective growth, and most importantly achieve forgiveness. The healing process has begun.

Years ago, a multi-year strategic planning was started but it was never completed. During the latter part of his tenure, Kahu Welsh was directed to develop a vision statement which was set aside when he retired. In its place, leaders endorsed a Vision, Mission, and Path that was developed and approved by the congregation approximately 10 years earlier. The membership reaffirmed their support for the Vision, Mission and Path stated below at their Membership Meeting on June 5, 2022.

Our Vision, Mission, and Path:

Vision: Ka Nu'ukia – Your Kingdome Come, Your Will Be Done – Matthew 6:10,

Mission: Ke Ala Nu'ukia – Go and make Disciples – Matthew 28-19-20

Path: Ke Ala – Building and advancing the Kingdom by equipping the saints through our programs, ministries and:

Aloha – God's love

'Akahi – kindness with tenderness

Lōkāhi – unity and harmony

'Olu'olu – agreeable with pleasantness

Ha'aha'a – humility and modesty

Ahonui – patience with perseverance (Pilahi Paki)

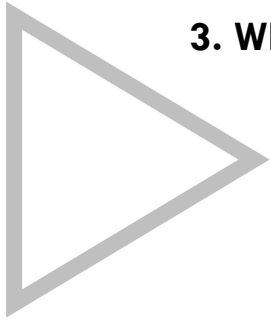
Pule – Prayer

Lōkāhi – Unity

Ha'i 'Euanelio – Evangelism, discipleship, and fellowship.

Currently, we try to fulfill our vision by seeking God's guidance and keeping Him at the center of all we do.

It is our hope that we will work with our new minister to organize and hold a session(s) where we can participate in brainstorming and developing options that will improve how we implement our vision and bring it to fruition in our lives and the lives of others.



3. WHO ARE WE NOW?

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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

In accordance with our Bylaws, the purpose of Haili Church is to (1) bind together followers of our Lord Jesus for the purpose of worshipping our Almighty God; (2) to promote the work of our Lord Jesus Christ; (3) to fellowship with those of like precious faith; and (4) to be faithful witnesses of the Gospel both here and throughout the world.

Our God is the same yesterday, today and forever. In our church, we truly believe in the Triune God and pray that His Spirit continues to manifest Himself in our midst. We seek a true shepherd who will model the love of Jesus Christ.

When you enter our sanctuary, you are immediately taken by the simple beauty of the sanctuary and warmth/aloha of the people. You can’t help but admire the elegant stain-glass windows, the majestic pipes of our organ and the beautiful koa cross. The Good Shepherd and Moses remind you that you are blessed to be in the House of the Lord. The majestic pipes of the organ also serve as a backdrop for our koa cross, a reminder that He died on the cross for our sins.

Haili and music are synonymous. We enjoy singing and feel God’s love flow in us as we sing His praises whether accompanied by our organ, piano, ukulele, guitar, all musical instruments available or acapella. Singing brings joy, hope, peace, and love to our hearts. We appreciate and enjoy sharing our love for God’s word through song.

We open our minds and hearts to the message each Sunday. Our congregation looks forward to a message that is relevant and applicable to our daily lives.

Describe several strengths or positive qualities of your congregation.

We have a deep love for God and strive to do His will. We try to adapt the teachings of the Bible into our daily lives, so we exemplify our beliefs and model our strong commitment to our faith. Given life’s challenges, this is a work in progress, but we love the Lord with all our heart, mind, and soul; and serve him for his glory and not our own.

Our church is proud of its history and the prominent role it had in bringing the Gospel to the eastern side of Hawaii Island. We are steeped in our music and take pride in the musical talents God has given us. We embrace the meaning of Aloha and share our Aloha with everyone who comes to worship our Lord Jesus.

We are steadfast in our Missions to spread the gospel throughout the world. We currently support various Missions listed later in this section.

We enthusiastically reinstated our Release Time Program on September 20, 2023, in Keaukaha at our Kūhiō Chapel. We were initially blessed with nine (9) students although we're currently averaging 11 students. We look forward to developing other programs in our church such as Good News Club that enable us to reach and educate the youth of the community including those at Haili Christian School.

We are committed to achieving the objectives of our Evangelism Committee. This includes an open door at our church office. Kahu Kawaha is available daily (M-F) to minister to all who seek God's love. Additionally, he provides hygiene products, blankets, and snacks to those in need.

On Tuesday, November 21, 2023, Kahu Kawaha reinitiated Haili's Evangelism Outreach to minister to the homeless by partnering with other Hawaii Island ministries who seek to do the same. As this outreach evolves, we hope to build relationships with various ministries including other AHEC churches. We will remain flexible as this effort is best described as a work in progress.

We are blessed with members and friends of Haili who willingly give to the stewardship of the church, whether it be in time, talent, or treasure.

We move forward with hope and gratitude in our hearts.

Describe what worship is like when your congregation gathers.

We have a traditional Bible based worship service where Hawaiian is spoken intermittently. Services normally take place in our Kūhiō chapel in Keaukaha and our sanctuary at our Haili Church campus. (Kūhiō Chapel remains closed) We always have a time of calling to everyone with our call to worship. We read the scripture in both Hawaiian and English. We are diverse in the songs that we sing from contemporary worship to old faithful hymns, and incorporate hymns sung in the Hawaiian language. We also encourage our congregation to share their musical abilities at the services. The songs we sing during our service are selected based on the title/theme of the sermon. We include a pastoral prayer and pray for the sick and give thanks for the many blessings we receive. Tithes and offerings are also collected and blessed. Then, we focus on the sermon and message God has impressed on the pastor's heart to share.

In addition, on the 1st Sunday of the month, we prepare and serve the Lord's Supper in remembrance of His sacrifice. Prior to covid, we had our potluck luncheons on the fifth

Sunday of the month after the Haili service. Currently, we encourage members to join the Christian Education group every first Sunday for lunch and periodically, we have lunch prior to our membership meetings and other special events.

Baptism occurs upon request and is usually conducted with a bowl of Holy water during a service. It has also been conducted by immersing an individual in the ocean. On Sunday, July 30, 2023, we were blessed to have four babies dedicated and blessed at Haili.

Words used to describe good preaching include, Bible based and focused on the teachings of Jesus. It should inspire, educate, and be easily understood. It could provide a historical context, but we appreciate a message that is relevant and applicable to our lives.

When members feel that the minister provided us with an outstanding sermon, members usually say:

Where has this person been?

I can listen to him for hours.

I learned something today and I know how I can apply it.

Praise God, He seems to know God.

He was simple and easy to follow and understand.

Applications are on point, now let's go do it.

Wow! It is like he was talking to me.

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

Attracting the younger generation into our church is one of our biggest challenges. Seventy-five (75%) of our membership is over the age of 60. For those members younger than 60, there is little to no interest in participating in leadership roles. We have a handful of younger people who attend church regularly but are not members. We need to spend time with them and listen to their ideas and suggestions. What would appeal to them and attract younger families into the fold? More than likely, we will need to be open to do things differently.

Currently, we do not offer leadership training for our youth. The only leadership training that our youth attend is Christian Endeavor with the State Christian Endeavor Association.

When we reflect on the training that the church offered when we were younger, it is evident that we no longer have similar offerings. Although we still have Vacation Bible School and Release Time, we should revive Youth Sunday, Youth choir, Sunday School at Haili, Bible Study, Family night, and other programs that will encourage youth and families to come to Haili.

Growing our faith and love for God starts at home. In order to continue to form our faith over a lifetime, members are encouraged to have 'ohana or family time of sharing and reading from the Bible. They are further encouraged to attend church and participate in church activities and programs to continue to learn and strengthen their faith in order to go out into the community and be the Church.

It is only through prayer, listening to God's guidance and the perseverance of God's servants at Haili, that we will be able to obtain a more diverse membership that will include young families. We should develop and mentor the next generation of Haili Church; helping them develop a firm foundation with the tools to continuously build and foster God's Kingdom.

Periodically, our prior minister has based his sermons for the entire month on a particular gospel in the Bible. While these sermons were Bible based and taught us about the teachings of the Bible, they were received more as Bible study topics rather than inspiring sermons. Sermons should connect to our daily lives, help us cope with what is occurring around us and provide us with the tools to grow spiritually and in our faith.

Since the retirement of our minister Haili has been blessed with visiting ministers. On occasion, their sermons were based on the same scripture, but their respective messages varied and were very relevant for our spiritual growth.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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, upon request. We are in the process of amending our bylaws. We can provide a church workflow rather than an organization structure.]

As a congregational church, God is the head of our church. We are organized with our minister, council, leaders, boards, and committees serving God and our members. The minister participates at each meeting as ex-officio. Each board or committee meets as needed but at least once a month.

The various boards and committees as well as a description of the meetings of the church can be found in our bylaws. **Our bylaws are available upon request.**

As previously stated, our members are the decision makers of our church. All major decisions including but not limited to selling property, large dollar renovations, election of leadership, and approval of annual budget are made by the members. Our membership meets quarterly, and the quarterly meeting scheduled in February is our Annual Membership meeting. This is when the boards and committees report to the members about activities, discussions, or decisions they have made during the past quarter. We also communicate with our members by letters, phone calls, emails, texts, and Sunday announcements during our worship service.

Council – is comprised of the chairs or representatives of the various boards, committees and ministries and led by the moderator. The council meets monthly, and the various chairs have an opportunity to provide a status update about the work of their committees and boards.

Board of Trustees – is responsible for the “business” arm of the church. This includes the distribution of monies, maintenance, management of all church facilities, and hiring, evaluating, disciplining and termination of employees.

Diaconate Board – is responsible for the spiritual guidance and growth of the members of the church. This board works with and supports the minister to include participation in worship services and management of the sanctuary.

Board of Missions – supports various missions and missionaries both nationally and locally. In addition to their quarterly support of the various missions, on behalf of the church, they have given financial support to the Food Basket, Joseph Storehouse, Operation Christmas Child, and the various missions of the Hawaii Conference United Church of Christ (HCUCC).

Board of Church Music – arranges the music for worship services and special events such as Christmas and Easter Cantatas. Our Music Committee hopes to resume our Christmas Caroling at various Care Homes in Hilo.

Board of Evangelism and Discipleship – builds disciples and spreads the word of God. This committee is planning to do outreach into our community. Rather than having the homeless come to a central location for feeding, they will go out into the community and feed them spiritually and physically.

Board of Christian Education – develops programs for spiritual growth such as Sunday School, Release Time, Vacation Bible School, and Christian Endeavor.

Stewardship – encourages members to tithe their time, talent, and treasures toward the mission of the church.

Nursery Committee – cares for children during the worship service while their parents are in church.

Publicity Committee – handles all advertising for our worship services and all church programs.

We are a congregational church. God is the head of our church, and our pastor and leaders serve our members. Part of our previous struggle and turmoil was the lack of unity amongst the leadership. There was a difference of opinion regarding responsibilities, a perception that leaders were “crossing into each other’s lanes,” and who was the head of the church with full authority. As stated earlier, leaders met this year to participate in healthy discussions of the issues in a respectful environment. This allowed leaders to speak freely, actively listen, achieve personal and collective growth and most importantly achieve forgiveness. We continue to move forward as a church with a common goal of building unity and implementing our vision stated and explained in section 2, Who Is God Calling Us To Become.

3b. 11-YEAR REPORT

[Haili 11 yr Rpt \(1\).pdf](#)

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	77	No
Number of active non-members:	12	Yes
Total of church participants (sum of the numbers above):	89	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	67%	Yes
Less than 10, more than 5 years:	30%	Yes
Less than 5 years:	5%	Yes

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	9	12	20	26	17	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1	Yes
Households with minors:	11	Yes
Single adults age 35-65:	1	Yes
Joint households with no minors:	25	Yes
Single adults over 65:	16	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	26	Yes
College:	29	Yes
Graduate School:	3	Yes
Specialty Training:	18	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	34	Yes
Adults who are retired:	33	Yes
Adults who are not fully employed:	7	Yes

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

Laborers, technicians, retail, schoolteachers, social workers, supervisors, management, doctors, nurses.

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?

Most of our members have a multiracial background including Hawaiian, Caucasian, Chinese, Portuguese, Japanese and Filipino. We are fundamentally bi-cultural. We combine our American and Hawaiian culture.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

Key leaders met to discuss whether Haili Church leaders should initiate an opportunity to come together to begin a discussion around the issue of diversity. This is on our agenda, but a date has not been set.

3d. PARTICIPATION AND STAFFING

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	5	Prayer Meetings with Deacon
Baptisms (<i>number last year</i>)	4 baptized 60 in attendance	Pastor
Children's Groups or Classes	80	Sunday School Teachers/CE leader/Release time instructors/VBS leader
Christmas Eve and Easter Worship	100 Christmas 60 Easter	Visiting Pastor/Visiting Pastor/Kahu Kawaha (Sunrise)
Church-wide Meals	75 per event	Council plans potluck gatherings Hōike, 200 th Anniversary kick-off, Installation of Kahu Kawaha
Choirs and Music Groups	18 cantata singers 13 special singers	Music committee; cantata, special music groups
Church-based Bible Study	*	Pastor, evangelism committee
Communion (<i>served how often?</i>)	40/monthly	Pastor/Deacons
Community Meals	*	Evangelism committee
Confirmation (<i>number confirmed last year</i>)		
Drama or Dance Program		
Funerals (<i>number last year</i>)	4	Kahu Kawaha
Intergenerational Groups		
Outdoor Worship		

Prayer or Meditation Groups	15	Pastor/Deacons/Leaders for Hebadoma
Public Advocacy Work	2	Trustees
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	Pastor
Worship (time slot: __9:00____)	*25	Held at Kūhiō Chapel which is temporarily closed
Worship (time slot: __10:30____)	25	Only service held at Haili. Time slot now at 10:00 am, 50 attending
Young Adult Groups or Classes		
Youth Groups or Classes	5	CE leader
Other		

Additional comments:

*asterisk denotes the programs we have temporarily stopped due to covid and haven't yet restarted.

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)
Daniel Kawaha	No	Church Office	Kahu Pono (licensed)	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: None

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
Outreach/Office Administrator	No	Full time	Board of Trustees/Pastor	2 years, promoted to Kahu Pono/OA
Kahu Pono/Office Administrator	No	Full time	Board of Trustees/Pastor	1 month
Custodian - Haili	No	Part time	Board of Trustees/Pastor	4 years
Custodian – Kūhiō	No	Part time	Board of Trustees	6 years
Apartment Manager	No	Part time	Board of Trustees	2 years
Organist	No	Part time	Board of Trustees	6 years
Pianist	No	Part time	Board of Trustees	11 years

REFLECTION

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

We have a limited number of people willing and able to do the necessary work. We should strategize creative ways to grow our ministry including partnering with others.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) **Upon request, financial information will be shared with the final two (2) candidates.**

Source	Amount
Annual Offerings and Pledged Giving	\$
Endowment Proceeds (<i>as permitted within spending policy, such as a</i>	\$

<i>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	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women's Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

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

Upon request, this information will be shared with the final two (2) candidates.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? Approximately 28%

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*) 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? (*recommended 10%*) Budgeted by Missions Committee

What is the church's current indebtedness?

Total amount of loan debt: None

Reason for debt:

Are capital and other payments current?

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.

We have no major projects planned. We are currently focused on maintenance and repairs.

If the church has had capital campaigns in the last ten years, describe: Although not necessarily a capital campaign, the following listing includes the major financial efforts of Haili Church.

Year(s)	Purpose	Goal	Result	Impact
1	Repair the two stained glass windows in the sanctuary	\$20,000	Completed	
3	Renovate and expand the pipe organ in the sanctuary	\$100,000	Completed	
	Installation of new carpet in the sanctuary	\$17,000	Completed	
	Trimming of our tree	\$13,000	Completed	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
	Repair the Koa encased Steinway piano in the sanctuary	\$	\$	Project not started, still need to do more research.
		\$	\$	

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

Music is an integral part of Haili Church. Our pipe organ and our Koa encased Steinway are two of our prized possessions. The renovation of the organ was a tremendous

accomplishment for us. As a result, we are able to enjoy the increased range of the pipes and the improvement of the overall sound of the organ, it strengthens us. We look forward to renovating our piano and restoring it to its peak condition.

Our two stained-glass windows are a part of our rich history. One depicts Moses with the ten commandments and the other depicts the Good Shepherd. They were dedicated in honor of two of our earliest ministers, Rev. Titus Coan and Rev. David Lyman. These windows remind us that we are in the House of the Lord, thankful for the dedication and spiritual work of these two missionaries and the almost 200-year history of our church.

Does your church have an endowment? No

What is the market value of the assets?

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

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

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

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

Please comment on the above calculations or estimates:

Other Assets: **Upon request, finances will be shared with the final two (2) candidates.**

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage? No

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

The following buildings are on the campus of Haili Congregational Church:

Sanctuary, Educational/Administration Building, Gym, Pavilion and Haili Christian School (HCS). HCS is adjacent to Haili Church and includes a two-story Education Building, Administration Building and Pavilion. HCS utilizes our facilities during the school year including our Sanctuary for chapel and special programs; Sunday School rooms for classrooms; and our gym daily.

Additionally, every year, Ke Kula O Nawahiokalaniopu'u Iki Public Charter School conducts their baccalaureate services for their graduating senior class at Haili Church. Visiting pastors have also used our sanctuary for prayer meetings and other gatherings.

Our gym has been used for a variety of events including, fund raisers, meetings, worship services, athletic practices and tournaments. Attached to our gym is a non-certified kitchen, It has been used by members for family reunions, wedding receptions and birthday parties. We have also cooked meals for Aha's, Vacation Bible School, conventions and church gatherings.

The Education/Administration Building includes our Board Room, Multi-Purpose Room (MPR), and offices for our minister and Kahu Pono/Office Administrator. Our MPR has been used for gatherings of foster parents, Sunday School Association meetings, choir practice, piano classes, graduate ceremonies, special training classes and workshops. The youth of the Intervarsity group have used our facilities as a home base while they spread the word of God in Hilo. Two rooms are reserved specifically for our youth and for prayer. Members are welcome to use these rooms as needed.

In the 1800's the missionaries built several smaller chapels on the east side of Hawaii Island prior to building Haili Church. One of these chapels – Kūhiō Chapel is still utilized by us today for worship services. It is located in Keaukaha (homestead land set aside for native Hawaiians). Although it remains closed, we intend to reopen our doors once we hire our new minister. This Chapel includes a meeting hall that has been used for Release Time, meetings, workshops and gatherings. We have also shared the facility with another Hawaiian church in Keaukaha for their Vacation Bible School.

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs?

At Haili Church – Sanctuary, multi-purpose room, offices, meeting rooms, gym and pavilion are accessible by wheelchair. At Kūhiō Chapel – Chapel and hall are accessible by wheelchair.

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

Our faith has been tested with respect to our financial health, however we remained steadfast and today our tithes and offerings are more consistent and we are financially sound.

The budget for the upcoming year is proposed by the treasurer. It considers actual expenditures of the past year and whether we met the previous year's budget. The treasurer also takes into consideration any additional programs or projects to determine additional budget needs, as well as identifying areas that we could reduce spending. The proposed budget is initially discussed with all committee chairpersons before it is presented to Board of Trustees for approval. The budget is then presented to the Council and finally to the membership for final approval.

Haili allocates 10% of our tithes, offerings, and other income to our missions. The Missions committee determines the budget of the various missions which include but is not limited to, local groups such as Intervarsity, Young Life, state groups such as Prison Ministry and Women's Board of Missions, and world-wide groups such as World Venture and World Mission Outreach.

We recently sent financial support to help the people of Tonga and Ukraine.

We also maintain a benevolent fund that is used to help those in need in our community. We've donated monies from this fund to the local food basket, individuals who needed help during covid, Lahaina Maui fire, and the Interfaith Community In Action. We plan to use monies from this fund to support our Evangelism Committee with ministering to the homeless.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

Our church was established by Missionaries inspired to respond to the call to come to Hawaii and evangelize the local communities on Hawaii Island. The alii welcomed this new religion and provided their support, including land, resources, and labor. The Word of God grew rapidly

amongst the Hawaiian people as they came to know God in amazing numbers perhaps creating a church membership that at that time, was the largest in the world.

Our church has had amazing pastors who loved the Hawaiian people and wanted to teach them the gospel. One such pastor was Reverend Titus Coan. History tells us that he was able to baptize 1700 plus people in one day which is appropriately referred to as the “Great Awakening”. With Haili Church as the “mother” church, the pastors set up several chapels between Hilo and Puna to reach more people. This resulted in more people moving to Hilo to hear the gospel. Reverend Coan and Reverend David Lyman established schools in Hilo and Maui to teach Hawaiian students in missions and to be able to take their place in government. This helped build a firm foundation in raising up leaders within the church both in the spiritual sense and the physical sense. Haili’s history substantiates its ability to raise up men and women called of God to serve Him diligently in humility and love. We recognize the need to continue to build a firm foundation to raise leaders within the church and on November 5, 2023, Haili Church was blessed to witness and participate in the installation of Kahu Daniel Kawaha. It was a beautiful day.

We have a rich musical legacy with the establishment of the Haili Choir, Haili Men’s Choir, Haili Women’s Choir, Haili Youth Choir, Haili Keiki Choir, Haili Handbell Choir and currently our Haili Cantata Choir. To spread the Gospel and attract youth into our church, we participate in programs such as our Religious Education (release time) and Christian Endeavor. Our Haili Men’s club founded the Haili Volleyball Tournament. The intent of the tournament is to provide an activity for fellowship for all ages and although the pandemic precluded us from holding the tournament for three years, it has endured for over 60 years. In March 2023 we held our 63rd Annual Tournament. In our church, music and hospitality go hand in hand.

Add the most important event in the life of your church in the past 10 years.

Haili Church has demonstrated resiliency at least twice in the last 50 years and history was repeating itself during the tenure of Kahu Welsh. We endured division in our membership when Kahu David Kaapu passed away and again when we did not renew the covenant of Kahu Mark Blair. During the past 10 years some leaders were concerned that our membership was once again experiencing a division. There was a division in the leadership, confusion amongst the membership and general dissatisfaction with our church. Following the retirement of Kahu Welsh, some of our members resigned, some have not returned to attending our services and once again we turned to our Lord for guidance and strength and sought His will for our church. We moved forward with God’s love and on Sunday, February 23, 2022, we invited Papa Makua Kahu Wendell Davis to lead us in the rededication of our church. You could feel the Spirit of God in the sanctuary, we believe, God was pleased. We are focused on celebrating our 200th Anniversary in May 2024.

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

During the pandemic, we had limited face to face interaction. Many in our congregation did not feel safe leaving their homes and, like so many other churches, we temporarily shut our sanctuary doors. We had to find other methods to reach our congregation and it resulted in using Facebook to conduct virtual worship services. Technology enabled us to reach members of our congregation and visitors from other parts of our state and nation. We also pre-recorded

special services including our 2021 Christmas Candlelight service and posted it on our website. The pandemic resulted in positive changes for our congregation that helped us to spread the word of God.

Upon reopening our sanctuary and returning to in-person worship, we continued to broadcast our service virtually. However, we have since discontinued our virtual service and we encourage everyone to join us in-person.

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.

We try to deal with issues using the Word of God as our guide to show us what His will is. In Matthew 18:15-17 God gives us direction for handling conflict. First you speak one on one, then you speak with others present and the later steps involve taking it to the church. When it has been taken to the church, we have a written process in which a committee of leaders and facilitator listens to both sides of the issue, research matters, if necessary, speaks to others involved and prays constantly before deciding how God is leading us to move forward. **The details of this written process will be shared with the pastor we call.**

The following are some of the passages we use as our guide:

1 Thes. 5:17 Pray without ceasing.

Prov. 3:5-6 Trust in the Lord with all thine heart; and lean not unto thine own understanding. In all your ways acknowledge him, and he shall direct thy paths.

Psalms 46:10 Be still and know that I am God: I will be exalted among the heathen, I will be exalted in the earth.

Matt 19:26 With God, nothing is impossible.

Phil. 4:13 I can do all things through Christ who strengthens me.

Phil 4:6-7 Be careful for nothing; but in everything by prayer and supplication and with thanksgiving let your requests be made known unto God. And the peace that passes all understanding, shall keep your hearts and minds through Christ Jesus.

We pray we move in forgiveness and grace.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Kahu Brian Welsh	19 years	Yes
Interim Pastor – Tuk Wah Lee and Guest Speakers	2 years	?
Philip Kittle	5 years	Yes

Mark Blair	6 years	Yes
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Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Our church needs a pastor who is able to live in accordance with the congregational model, is a student of our Hawaiian language and heritage, seeks to unify and understands that communication is a priority. The number of years a pastor remains at our church should depend on his/her ability lead our members and be effective. Longevity without remaining effective and diligent to the congregational model, our Hawaiian language and heritage, unity, and communication will undoubtedly result in our church being ineffective, stagnant, and divided.

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

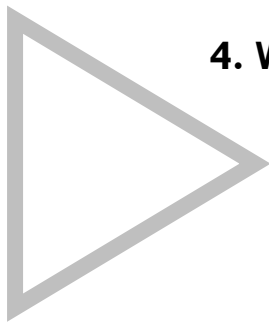
Yes, we did not renew the covenant of a previous pastor after 6 years.

Has your church been involved in a Situational Support Consultation?

No, but we have engaged with our AHEC Committee on Ministry (COM) and Papa Makua to discuss member complaints including but not limited to issues regarding leadership style, communication and roles and responsibilities of leaders.

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 several years, we have participated in “Operation Christmas Child” and our missions have supported mission groups in Hilo, in the state and in the world.

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

Our pastor and two delegates attend the various meetings for Hawaii Conference of the United Church of Christ (HCUCC), AHEC and Hawaii Island Association. We also participate in the Hawaii Island Sunday School meetings and Christian Endeavor.

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

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

- | | |
|--|--|
| <input 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 checked="" 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?

We are open to discussing these statements with our new minister.

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

Members participated in a recent fundraiser for the Interfaith Community In Action. Kahu Kawaha participated with the Interfaith Community in praying for Israel.

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.

As noted in section 3a, Congregational Reflections, we have a mission statement, and we realize that we should have a thorough discussion of our Vision, Mission and Path with our new pastor. In the meantime, we agree that the programs and activities currently provided by Haili Church align with our Mission Statement and Path. This includes, Board Meetings, Committee Meetings, Council Meetings, Release Time, Christian Endeavor, Vacation Bible School, weekly Special Music, Haili Choir, Haili Cantata(s), the Haili Volleyball Tournament, annual Hebadoma, annual Hōike and various activities scheduled to celebrate our 200th Anniversary. Everything we do is with the intention of making disciples.

We are also committed to achieving the objectives of our Evangelism Committee. To reiterate, this includes an open door at our church office. Kahu Kawaha is available daily (M-F) to minister to all who seek God's love. Additionally, he provides hygiene products, blankets, and snacks to those in need.

On Tuesday, November 21, 2023, Kahu Kawaha reinitiated Haili's Evangelism Outreach to minister to the homeless by partnering with other Hawaii Island ministries who seek to do the same. As this outreach evolves, we hope to build relationships with various ministries including other AHEC churches. We will remain flexible as this effort is best described as a work in progress.

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?

The scope of work/job description assigned to the pastor does not specifically set aside time to do community and wider church ministry. However, we are flexible and willing to work with our new pastor to take advantage of opportunities to share and spread the gospel.

4b. MISSION InSite

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

The data of the MissionInsite report reveals that our neighborhood is racially diverse, and the potential for future growth is with one parent households with children. The report also indicates that income is significantly lower than that of the state average and we tend to have a higher percentage of households below the poverty level. Education in our neighborhood is comparable to the state and our distribution between white-and blue-collar workers leans slightly towards the white collar.

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?

Haili's internal demographics do not align with the neighborhoods adjacent to our church. In general, Haili's demographics reflect two parent middle income families. However, our demographics indicate that we have a limited number of youth and young families with children in our membership. The demographics reported in the MissionInsite indicate that we have an opportunity in our adjacent neighborhood to work with young families. We also have potential opportunities in the community adjacent to our Kūhiō Chapel.

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

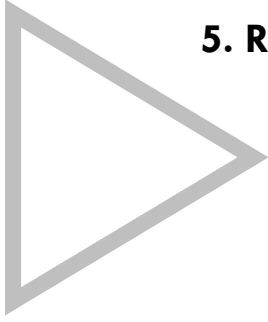
The demographics of the community do not have any impact on our ministry. We appear to be missing an opportunity and should determine how to approach young families and create programs to minister to them and lead them to the Lord.

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

We usually hear how we are a longstanding prominent Hawaiian church, and many people are familiar with our famous Haili Choir. Others in the community have participated in our annual Haili Volleyball Tournament, either as a player, official, worker or spectator.

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

Our sharing of "aloha" made them feel welcomed and part of our church ohana. They feel the Holy Spirit moving in Haili and they want to participate and help Haili. We pray that some of these "friends of Haili" will become members.



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

Name / Position / Setting Kahu Wendell Davis/Papa Makua of Association of Hawaiian Evangelical Churches (AHEC), Kahu of Kaneohe Congregational Church and Chaplain of Mid Pacific Institute

(808-989-0725 / keakua53@gmail.com / The church he grew up in is a sister church of Haili. We belong to AHEC and he has been an invited guest speaker at Haili many times. He recently blessed our church.)

He prefers that his primary venue of contact be via email.

REFERENCE 2

Name / Position / Setting Kahu Kaunaloa Boshard/Chaplain of Kamehameha School, Hawaii (808-937-3208 / brboshar@ksbe.edu / The church he grew up in is a sister church of Haili. He has been an invited guest speaker at Haili many times.)

He prefers that his primary venue of contact be via email.

REFERENCE 3

Name / Position / Setting Kim McCarty/Haili Christian School Administrator (808-961-5026-bus. / hcskim@hailschool.com / Childhood and youth spent at Haili and now administrator of the school.)

She prefers that her primary venue of contact be via email.

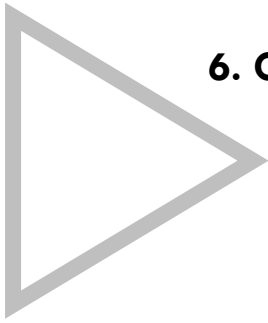
PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

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

Anything else you wish to share.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

Ka Nu'ukia – Your Kingdom Come, Your Will be Done. Matthew 6:10

In closing we echo our Vision and the words to the song “Your Will Be Done” by Rich Thompson and Jonny Robinson

Your will be done, my God and father
As in Heaven, so on earth
My heart is drawn to self-exalting
Help me seek Your kingdom first
As Jesus walked, so I shall walk
Held by Your same unchanging love
Be still my soul
O, lift your voice and pray
Father not my will but Yours be done

How in that garden he persisted
I may never fully know
The fearful weight of true obedience
It was held by him alone
What wondrous faith to bear that cross
To bear my sin, what wondrous love
My hope was sure
When there my Saviour prayed
Father not my will but Yours be done.

When I am lost, when I am broken
In the night of fear and doubt
Still I will trust in my good Father
Yes, to one great King I bow!
As Jesus rose, so I shall rise
In ransomed glory at the throne

My heart restored
With all your saints I sing
Father, not my will but Yours be done

As we go forth, our God and Father
Lead us daily in the fight
That all the world might see Your glory
And your Name be lifted high
And in this Name we overcome
For You shall see us safely home
Now as your church
We lift our voice and pray
Father, not my will by Yours be done.

Mahalo Ke Akua!

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.

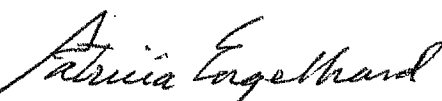
1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

Answers to the major questions in the profile are a compilation of responses from our church council members, our Board of Trustees, representative from the Diaconate Board, our Kahu Pono and the members of the Pastoral Committee. The final draft was presented to the church membership and approved on June 5, 2022

2. Additional comments for interpreting the profile:

Our goal is to be transparent, candid, and authentic.

Signed:  11/29/23
Name: LeeAnn Lindsey / Title: Church Secretary/ Date:

Signed:  11/29/23
Name: Patricia Engelhard/Title: Pastoral Committee Chair/Date:

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes, this congregation has good standing in the Association Hawaiian Evangelical Churches and with the Hawai'i Conference UCC.

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

Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Jonathan Roach, Associate Conference Minister HCUCC

Email: jroach@hcucc.org

Phone: (808) 985-8710

Date: 12/6/23

**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