

Name of Church
Community Church of Honolulu UCC
Address
2345 Nuuanu Ave Honolulu, HI 96817
Conference:
Hawaii
Association:
Oahu Island
Title
Settled Pastor
Start Date
n/a
Description
Church in Hononlulu HI

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<http://communitychurchofhonolulu.org>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

David Popham

Title:

Conference Minister

Phone:

808-537-9516

Email:

dpopham@hcucc.org

Summary Ministry Description

Community Church of Honolulu has come to a decisive point in its 90-year history with an exciting future ahead. It is on the path to renewal and rebirth with plans to better use its beautiful large campus and welcome new and longtime congregants and tenants alike. We have chosen to go forward motivated with a sense of faith, hope and abundance, to further the legacy of loving and helping that God and our founders shared with us. Through the New Beginnings process in 2017, CCH identified its fundamental Four Pillars— Inclusivity, Discipleship, Service and Relationships, which should be at the center of our decisions. The pandemic and long-distance pastoral leadership caused challenges in our implementation of these goals, but we are now energized and fully moving forward to implement them. Community Church of Honolulu has significant resources: the shared love of Jesus, gifted people, and its beautiful campus. Present and former congregants created and continue to maintain an endowment fund and other financial investments to sustain our church into the future. One of the major CCH priorities is to continue to support and increase a new generation of congregants. Other major priorities identified by our current congregants are Community Involvement and Support, Long-Term Financial Needs, Sunday Morning Services, Succession Planning, and Retention of Ownership. We have made a lot of progress with our current interim/designated pastor, and we are looking for a bold, creative, energetic pastor who is passionate about incorporating current concerns into our lessons while nurturing our spiritual development and growth.

Church pictures



What we value about living in our area.

- Sense of aloha.
- Multi-ethnic, multi-cultural, multi-faith.
- Natural beauty and temperate weather.

Current size of membership

110

Average in person attendance

75

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Hosting Platform

On average, how many views are received per service?

50

Languages used in ministry

English

Position Title

Settled Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

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.

Second:

Faith formation to develop disciples to share the gospel and to create ministry and programs.

Third:

Strategic planning and organizational development for current and new directions in ministry and Management skills for the day-to-day operation of the church, of staff, of campus.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	90000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 90000			
Pension/Annuity	14	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

Further clarification on some of the above benefits, as the answer is not in percentages or numbers.

Pension/Annuity: 14% of salary

Social Security and Medicare offset - Yes

Medical/Dental insurance - Yes

Disability insurance - Yes

Worker's Compensation - Yes

The expected living situation for our next minister.

Living elsewhere with a housing allowance which, as noted above, is included in the base salary. There are nearby apartments owned by Hawai'i UCC conference which may be available for rent.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

n/a

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Our strong preference is for a full-time pastor.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations

Criminal background checks.

Peer and professional supports available for ministers in our association/conferences.

Regular clergy gatherings at the Hawai'i UCC conference.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

We would look to our new pastor to assist us with developing our visioning goals while also recognizing the need for outreach through online opportunities.

Some emerging ideas that remain from our 2017–2019 visioning include:

- Serve as a community “hub” that increases connectivity between people and decreases isolation for all ages and walks of life.
- Provide intergenerational ministry and activities.
- Be a place of healing and wellness which nurtures our spiritual growth and development
- More fully utilize our campus to welcome the community and increase its use for ministry.
- Increase opportunities for community service by the congregation.
- Increase the congregation's capacity for ministry and sharing the message of Jesus Christ.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

- Able to assist the congregation to re-envision the utilization of our current campus and buildings to align with increased community collaboration.
- Trains and leads spiritual development of the congregation to carry out CCH's new calling.
- Able to promote “organizational change” to structure the church to support the new calling.
- Able to build relationships with the community as well as with other ministries to increase CCH's ministry to the community in collaboration with others.

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

- Culturally competent and able to communicate with a culturally diverse congregation mostly rooted in Asian traditions. We are a multi-generational, multi-cultural church that is proud of and celebrates its Chinese heritage along with the multiple other cultures in Hawai'i.
- Culturally competent in appreciation and participation in the prevailing culture and spirit of aloha and concept of 'ohana (family) in Hawai'i.
- Ability to communicate with and cultivate relationships with all ages and generations and all people in every stage of life and faith formation.

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

1) BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Working collaboratively with intercultural awareness, sensitivity, and appreciation.

2) PARTICIPATING IN THEOLOGICAL PRAXIS

- Practicing theological reflection and engagement as part of one's sense of ministerial identity.

- Integrating theological reflection in teaching, preaching, and ecclesial and community leadership (e.g., preaching in an impactful way; understanding, engaging, and challenging the congregation; teaching new insights and perspectives about scripture).
- Experiencing and appreciating a variety of theological perspectives.

3) WORKING TOGETHER FOR JUSTICE AND MERCY

- Understanding community context and navigating change within a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.
- Drawing on the ministry of Jesus Christ to confront injustice and oppression.

4) NURTURING LIFE AS A UCC CHURCH

- Acknowledging Jesus Christ as the sole Head of the Church.
- Participating in (and encouraging members' participation in) the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.
- Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.

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 God is calling us to become as a congregation.

Through the New Beginnings process, we have a draft of a new Statement of Purpose/Calling: Community Church of Honolulu is nurturing God's beloved community by building relationships between and across all ages and walks of life, so all may live in community with God and each other, sharing the extravagant love of Christ. We do this through:

- Inclusivity: We welcome people from all walks of life no matter who they are or where they are on life's journey, sharing a community of aloha, acceptance, caring, and joy.
- Relationship: We develop, nurture, and deepen relationships with God, ourselves, others, and our community.
- Service: We serve the needs of the community, within and beyond, in partnership with others.
- Discipleship: We grow in our faith and equip ourselves to be Christ's disciples in service to our community and the world.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

We have not yet developed the specific ministries we plan to conduct in light of the new Statement of Purpose. This will be the task of the Implementation Committee in collaboration with our new pastor. Some of the ideas that have consistently been brought forth in our discussions include:

- Youth programs: Collaboration with the many area schools, tutoring, after school activities, school garden, intergenerational activities, etc. Programs for seniors: Senior day care, outreach to high rises, ministry to shut-ins, intergenerational education and activities.
- Health and wellness programs.
- Partnerships with the many other congregations near us including joint ministry, social justice advocacy, and potential for shared staff to stretch resources. Outreach to immigrants in neighboring community.
- Increased use of our facilities as a community hub: ideas include community garden, farmer's market, kitchen facilities for ministries, afterschool youth activities, preschool/senior day care.

Congregation Reflections

We would describe our congregation's life of faith as...

- Founding charter members wanted to create a democratically Christian church, open to all regardless of race, class, or social standing. We continue to be open and welcoming to all.
- Each service begins with the statement, "Whoever you are, or wherever you are in life's journey, you are welcome here." Our strength is that we encourage each person to be comfortable in their own journey.

- The word “community” in our name means that we try to be inclusive. Community Church is open to different faith journeys – allowing each congregation member to be comfortable in their own way.

Strengths or positive qualities of our congregation.

Our congregation has many strengths. Perhaps our greatest one is that we are grounded in the beliefs of our founders who advocated a democratic, Christian church. We strive to be open to all regardless of race, class or social standing, and gender. We open each worship service by saying “Whoever you are, or wherever you are in life’s journey, you are welcome here.” We allow each person to be comfortable in their own journey. Incorporating the spirit of aloha, our focus on relationships can be seen through:

- Hospitality and friendliness: sharing food and fellowship.
- Inclusivity and non-judgmental attitudes: accepting many journeys of faith and walks of life.
- Generosity.
- Family and relationships.
- Strong support of our youth and seniors.
- History of community service and concern for social justice.
- Skilled members and organized, committed lay leadership.

We are initiating partnerships with neighboring organizations and are open to future possibilities so we can meet the modern needs facing most churches today such as dwindling membership due to aging and death, decreased funding, lack of interest and relevance, which was compounded by the COVID-19 pandemic.

A growing edge for our congregation and what we plan to strengthen as a congregation

We have seen growth in our people attending our services with additional seniors, as well as an online audience to our new YouTube channel. We communicate fairly well within our congregation but need to do more community outreach to bring in and retain young families and new people. We have a well-considered vision for our future that we are in implementing.

What worship is like when our congregation gathers.

Worship at Community Church of Honolulu:

- Sunday mornings at 9 a.m. in the sanctuary.
- Online participation and viewing of the service is available each Sunday.
- Mainstream, traditional Protestant-style, based on lectionary readings and celebrating communion on first Sundays.
- Pastor-led children’s sermons.
- Moving slowly and conservatively toward “experiential” by the congregation rather than “viewed by an audience” – that is, music/hymns/liturgy are crafted to enhance the theme of sermon and readings.
- We are moving toward being a “participatory” rather than a “sedentary-spectator” congregation which tries to react and take action with teachings of the Bible.

“Good preaching” is eloquent sermons that inspire deeply – by speaking to mind and heart – to question, to gain new insights of scripture, and to engage in transformational action (i.e., to move from membership model to a missional model). Baptism is done according to the UCC Book of Worship, and we baptize by sprinkling.

The educational program/faith formation vision of our church.

Our educational program/faith formation encompasses opportunities for everyone:

- Children: Besides attending Sunday School classes, children develop their faith by participating in the life of the church.
- Youth: Sixth graders graduate to the youth group. They begin to serve as liturgists and may also join the choir. Eighth graders may have the option for a confirmation class where they are paired with adult mentors. Every 3 years, the youth go on a mission trip which provides a unique opportunity for faith development and transformation.
- College Youth: College ministry care packages are sent to our college students with devotionals, prayers, messages of love and support, and goodies to eat.
- Adults: Weekly Bible Study and book reading activities are offered. Other special classes are offered throughout the year.
 - Women have an annual retreat day where they sing, pray, read the Bible, share stories, connect, and deepen relationships.
 - The men of the church can develop their faith and fellowship through service activities on the church grounds and through devotionals.
- Service: All ages have opportunities to further develop their faith through various service projects.

How our congregation is organized for ministry and mission.

The Church Council approved a committee restructuring in June 2022. We had been discussing a change for 1-2 years prior to that and have been adjusting the structure since it was approved. There were 11 committees. Now, the current council consists of the Executive Committee, head of Deacons, and chairs of Faith Development, Community Connection, and Organization and Finance.

The pastor, president, vice-president, recording secretary, treasurer, assistant treasurer, and the immediate past president make up the Executive Committee (EC). The EC has general supervision of the affairs of the Church between meetings of the Church Council.

- The EC meets every 1-2 months. The Church Council meets every 2 months. Other committees for a particular event – created in collaboration with the chair of the section – meet regularly until the task is done.
- The Pastor/Congregation Relations Committee is a special committee of six members appointed by the EC in consultation with the pastor and approved by the Council.

- Even in emergencies, decisions are made by the Church Council, which represents the whole congregation. All major decisions are subject to affirmation by the entire congregation.

When it comes to decision-making, 5 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

Yes

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

A medical emergency occurred during service. Deacons followed established procedures to notify minister and emergency medical personnel so to assist the congregant while minimizing disruption to the service.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[2023 Annual Report.pdf](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	92
NUMBER OF ACTIVE NON-MEMBERS:	18
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	110

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	71%
LESS THAN 10, MORE THAN 5 YEARS:	14%
LESS THAN 5 YEARS:	15%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	6
12-17	4
18-24	6
25-34	8
35-44	4
45-54	9
55-64	18
65-74	24
75+	35

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	3%
HOUSEHOLDS WITH MINORS:	18%
SINGLE ADULTS AGE 35-65:	4%
JOINT HOUSEHOLDS WITH NO MINORS:	52%
SINGLE ADULTS OVER 65:	23%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	7%
COLLEGE:	35%
GRADUATE SCHOOL:	54%
SPECIALTY TRAINING:	2%
OTHER EDUCATION LEVEL:	2%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	29%
ADULTS WHO ARE RETIRED:	60%
ADULTS WHO ARE NOT FULLY EMPLOYED:	11%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

The majority are white-collar professionals, retired or working, with graduate degrees (e.g., medical professionals, lawyers, educators, business people).

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Primarily Asian-American, with Caucasian, African-American, and Hispanic members. Chinese-American heritage of our founders continues to be a strong influence on our identity within and outside of our campus. We, unlike other UCC Churches, are diverse ethnically but not necessarily in other aspects.

What diversity means in our context?

We are a congregation of mostly Asian Americans whose families came to Hawai'i several generations ago. Our Sunday Aloha Hour after church, as well as music performances in our sanctuary and annual social events, are indicative of our welcoming spirit and Hawai'i's multi-ethnic influences.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

Yes

Comment after the exercise:

The specifics are still pending.

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	15	2 Teachers
Baptisms (number last year)	7	Pastor
Children's Groups or Classes	8	Teachers and Christian Education Committee
Christmas Eve and Easter Worship	115	Pastor
Church-wide Meals	75	Lay fellowship
Choirs and Music Groups	10	Director of Music
Church-based Bible Study	15	2 Teachers
Communion (served how often?)	75	Pastor and Deacons
Prayer or Meditation Groups	60	Lay leadership
Retreats	40	Lay leadership
Worship (digital / online / livestream)	75	Pastor
Youth Groups or Classes	4	Christian Education Committee

Worship Times

No Response

Additional comments:

No response

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Rev. Josh Hayashi	none	School chaplain	service attendee	<input type="checkbox"/>
Rev. Luana Uluawe	none	School chaplain	service attendee	<input type="checkbox"/>
Rev. Jessica Karioka	none	Methodist	service attendee	<input type="checkbox"/>
Rev. Wally Fukunaga	none	n/a	member	<input checked="" type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Rev. Fukunaga is a member only. He does officiate at funerals when invited.

List of all current staff:

No Response

Reflection: What this information reflect about our congregation's overall ministry:

Our congregation is coming to terms with our current demographics and being the church that God is calling us to be. The New Beginnings process is being undertaken to provide a framework for congregational self-reflection and new ministry directions to live out the Great Commandment (Matthew 22:37-39). Since 2023, we have taken several steps to move forward along our vision under the guidance of our designated pastor Amy Butler and Reverend Melissa Martin.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	221717
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	17870
Fundraising Events	8525
Rentals of Church Building	252420
Total	500532

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

721605

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.

[Download church budget](#)

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

13

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)

- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered?

On a year-by-year basis from our Missions budget, depending on the funds available.

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

A goal from our 2019 visioning process is "CCH strives to be a 'hub' that increases connectivity between people and decreases isolation for all ages and all walks of life." In 2024, the CCH Council, with congregation approval, approved a \$768,000 building improvement plan to optimize spaces and increase "rentability" for nonprofits that support young families. This will provide alternative revenue and help us truly become a "hub." The upgrades should be completed in June 2025. We are also working to enhance audio and video production for Sunday services, as well as add listening systems.

Pictures

Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

n/a

Does your church have an endowment?

Yes

What is the market value of the assets?

No response

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

No response

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

No response

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

None.

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

Not drawing on the endowment.

Please comment on the above calculations or estimates:

No response

Other Assets

No response

Reserves (savings):

248083

Investments (other than endowment):

197029

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our church campus is one of the three largest in the Hawai'i conference and is located on 3.4 acres in lush Nu'uau valley. The church owns six buildings on the campus: the sanctuary, an administration building, two 2-story classroom buildings, a multi-purpose fellowship hall/gym and caretaker's home. Except for six rooms used for church programs, the classroom buildings are rented to non-profit organizations. The 2-story buildings do not have elevators, making the second floor not wheelchair accessible. A few parking spaces are marked for handicapped use.

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

n/a

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids

Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

All but the second floor of our classroom buildings, and the pulpit, lectern and choir loft in the sanctuary.

Policies regarding financial practices of the church:

The treasurer receives and has custody of all money belonging to the Church, disburses funds, keeps an accurate account of monies received and expended. The assistant treasurer assists the treasurer. The Endowment Committee has all responsibilities, duties and discretion to administer and

effectuate the purposes of the Endowment Fund management. The Endowment Fund is not being used for general operational expenses.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

At this time, the church appears to be financially stable. However, the loss of members and financial support from tithes and rent show a downward, non-sustainable trend. In the past year, the church has taken several steps and invested in our own campus to ensure future financial sustainability. The congregation with the help of the pastor will continue to address these issues in the next phase of the New Beginnings/Envisioning process, in order to reconfigure resources and programs to reflect our identity and size.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

- 1934 – Founders and their vision: The first important event in the life of our church was the actual founding and establishment of the church in 1934 by a group of young Chinese adults. The founders grew to be successful leaders in the community and were well known in Hawai'i in several areas: business, education, politics, government. The multigenerational families carry on the legacy, keeping to the vision and purpose
- 1963 – Nu'uauu Location move: The church founders purchased 3.4 acres of land in Nu'uauu (current location) and began developing the present campus. The beautiful and valuable property has much potential.
- 2017–2019 – New Beginnings Process: This congregational experience gave us the direction and focus to build upon. A focus on youth is one of these major happenings. In the past 10 years, Youth Mission Trips have been successful additions, and it is our hope these will encourage our youth to be members as they contribute to the continuance and growth of CCH.

A specific change our church has managed in the recent past.

In 2018, our senior Pastor Ron Williams passed away unexpectedly. After a thorough search process, a senior pastor was called. During the pandemic from March 2020 to July 2022, our settled pastor, Rev. Holly Norwick, conducted online services while residing in Massachusetts. She was unable to move to Hawai'i for family reasons. From February to May 2022, Pastor Gabrielle Chavez served as our bridge pastor and conducted church services on site while Rev. Norwick remained connected virtually. Rev. Norwick resigned July 2022. June through September 2022, we were blessed with community preachers. October through December 2022, Rev. Sharon MacArthur served as short-term designated pastor in residence. January 2023, Rev. Samuel Domingo led our services. February 2023, Pastor Amy Butler became interim pastor in residence until December 2023. January 2024, she became our designated pastor through Dec. 31, 2025. We are blessed that Pastor Amy is helping navigate through this time of transition.

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

The Council discusses and resolves most issues and when necessary, the congregation votes as guided by our bylaws. The values that drive our action when it comes to conflict are based on the four pillars: Inclusivity, service, discipleship and relationships. As stated in our calling the building of relationships between and across all ages and walks of life is foremost to our call so that all may live in community with God and each other. We live by these values at Community Church of Honolulu. Our practices are also based on the same four pillars. Again, relationships are foremost to our call, and we focus on actions so that we may live in community with God and each other. In all that we do we are cognizant of the needs and feelings of our community, and the world beyond.

The most recent major conflict through which our church has navigated.

Because the pastor was absent, some responsibilities were neglected and/or taken on by laity leaders. Confusion over responsibilities occurred which detrimentally affected relationships among the church members. Church attendance did decrease from pre-pandemic levels once in-church services resumed. Post-pandemic decreased attendance came with decreased donations and tithing. Finances fundamental to operations have been in jeopardy.

Ministerial History:

No response

What our church has learned about itself and its relationship with people who provided ministerial leadership.

There is an evolving realization that the work of the church, from worship to external ministry, is a shared responsibility among members as well as the pastor.

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

Yes

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

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

The Mission Committee makes donations to a number of local organizations. These include, Hawai'i Meals on Wheels (shut-ins), Youth Services and Empowerment (homeless youth), Youth Outreach (homeless youth), UCC Transition House (domestic violence), River of Life Mission (homeless), Susannah Wesley Community Center (immigrants and trafficking victims), Family Promise (homeless). Our global giving is done entirely through UCC Our Church's Wider Mission (OCWM). The committee occasionally organizes special offerings for critical issues, such as the tsunami in Indonesia, and to support youth group mission trips. We have ongoing collections for River of Life and the Hawai'i Foodbank. We also host a weekly tai chi class, which attracts a large group of seniors. Every 3 years, the congregation generously supports our youth group's service mission trip with Group International. We host blood drives a few times a year for the Blood Bank of Hawai'i.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

- In June 2018 CCH hosted the 'Aha Pae'āina (Hawai'i Conference's annual meeting). The church sends a delegate to the 'Aha.
- Our pastor attends the 'Aha as well as the Mokupuni (O'ahu Island's annual meeting).
- In 2019 our interim pastor preached at the UCC's General Synod.
- One of our members serves on the United Church Funds Board of Directors.
- One of our members has recently retired as Executive Director of the UCC Hawai'i Conference Foundation.
- Periodically, youth members attend a local or national UCC youth event.

How our church engages with the community organizing movements in our community.

The current designated pastor has a strong public presence and participates on behalf of the 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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We are actively re-evaluating our vision and goals for the years to come. With this in mind, we are working towards "Open and Affirming" and "Accessible to All" at this time.

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

- We participate with and have hosted the annual Thanksgiving Interfaith Service held on Tuesday evening before Thanksgiving.
- Our church has hosted Sunrise Foundation's Journeys to Wellness, described as "a gathering offering thoughtful reflections and spiritual practices toward achieving a healthy and harmonious body, mind, spirit and community."
- Current confirmation classes include visits to an Islamic mosque, and Buddhist and Jewish temples.
- Family Promise is an interfaith ministry.

How our mission statement compares to the actual time spent engaging in different activities.

- Our new Calling Statement encourages us to increase our community service and outreach. Because of recent challenges, most of our time currently centers on congregational relationships. The information below reflects things now, but we look forward to refocusing on our new statement.
- 8% Spiritual Development: Activities for spiritual or discipleship growth, including prayer groups, Bible studies, Sunday School classes or similar gatherings, and musical development. We love music. Our organ is one of the best in Hawaii. Our small choir and its director, who is our organist, are essential parts of service.
 - 62% Relational Development: Activities include meals, fellowship groups, "game nights," etc. They are primarily social to deepen and strengthen congregational relationships.
 - 24% Missional Service: Congregationally organized service such as mission trips, serving hot meals to people in need, or tutoring students.
 - 6% Decision-Making: Committee meetings and administrative groups.

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

Changing the congregation's perceptions and expectations about balancing the pastor's time within and outside the church has been a slow, ongoing process. More time and intentional effort will be needed to continue this process. The new Calling, developed through the New Beginnings process, envisions increased engagement with the wider community by both the pastor and the congregation.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

- Largely affluent and educated: white-collar families, young professionals, and retirees who were professionals.
- Increasing number of children: lots of schools nearby.
- Increasing number of seniors: several senior residences.
- Ethnicity: primarily Asian, with significant numbers of Pacific Islanders and Caucasians.
- Many churches and other houses of worship are nearby.
- There are pockets of low-income populations in neighboring areas, including immigrant Pacific Islanders in the neighboring valley, and persons without homes in downtown Honolulu.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

- We are similar in affluence and education, and many are/were in white-collar jobs.
- Our average age is somewhat older than our surrounding neighborhood, with a large number of well-off retirees.
- We have a smaller percentage of young families and children.
- Many of our members have Asian American heritage, with a significant number who are Caucasian (but few if any Pacific Islanders). However, the congregation's ethnic diversity is increasing.
- Few members live within walking distance from church; most are more than a 20-minute drive away.

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

At present they are not, but based on our envisioning process, our intention is to more actively engage with our neighbors.

What we hear when we talk to community leaders and ask them what our church is known for.

We are described as warm and welcoming. We are also known for the food at our Aloha Hour, which is our fellowship following Sunday services. Our delicious food buffets represent the multi-cultural backgrounds of our congregation and are indicative of our Aloha spirit that we extend toward all who attend our services.

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

- I came because of family ties here (parents, grandparents, spouse...)
- I liked the pastor.
- People were welcoming and friendly.
- It is nonjudgmental and inclusive.
- The location is close to my home.

References



David Popham

Completed: Monday, Nov 4, 2024

I relate to Community Church of Honolulu for Search and Call support as well as a friend and confidant in my role as Conference Minister of the HCUCC.

Email Address: dpopham@hcucc.org

Business: (808) 518-5705

Reference Response

At first, CCH might strike you as a typical church passed its heyday. If so, you have missed the breadth of beauty which they are about.

This is a passionate church intentionally seeking how to be expansive with God's love through Jesus Christ in this era of church life. While they were buffeted during the pandemic which stretched and pulled on them. This congregation chose



their better nature and sought ways to work together amid divisive forces. Their interim and designated term periods witness a coming together and a claiming of vision in which fear was replaced with hope. CCH continues to demonstrate commitment to the spiritual wellbeing of those inside and outside their doors through spiritual growth, social justice, and compassionate outreach. Stong interim leaders have positioned the church to use its rich legacy to propel it into its next phase with a settled minister.



Sam Domingo

Completed: Friday, Nov 22, 2024

- *Strong preacher
- *Strong community outreach
- *Strong and effective people skills.

Mobile Phone: 808-384-8701

Reference Response

Call or write me any time. I've had ample time with this beloved community to get a feel of the folk and direction of ministry it needs to determine.

Rev. Samuel L Domingo

Email: revsamdom@gmail.com

Phone/text: 808-384-8701



Josh Hayashi

Completed: Friday, Nov 15, 2024

Regular Attender
Ordained UCC (Oahu Association) Chaplain at Punahou School

Mobile Phone: 8083428331

Reference Response

Aloha and warm greetings,
 My name is Rev. Joshua Hayashi, and it is a privilege to introduce you to the Community Church of Honolulu (CCH), a congregation rich in history and cherished by many. Over the past two years, my family and I have had the joy of attending this church, where we have come to appreciate its mission, its people, and its vital role in the community. In Hawai'i, *Aloha* signifies more than a greeting; it embodies love, compassion, and a deep sense of community. CCH truly lives out the spirit of Aloha through its longstanding traditions and dedication to service.
 It is an honor to be part of such a remarkable church, one that stands as a beacon of Aloha in action. Mahalo for the opportunity to share about CCH and its meaningful impact on our community.
 Rev. Joshua Hayashi

Closing Prayer

To Be the Church of Today by CCH Member Art Lum O heavenly Father, still speaking Godwe pray for your kokuato help the Community Church of Honolulu to be the church of today to have the courage; a strong faith to be courageousto be one voice; a strong faith to live and share the good newsto embrace with a loving heart; a strong faith to reach beyond ourselvesto hike the mountains and valleys, a strong faith in our walk with Godto envision with God, a strong everlasting faith as Onethrough our acts of faith God can accomplish muchto be the church of todayto be the COMMUNITY Church of HonoluluAmen

Statement of Consent

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.
Pastoral Search Committee, President and Executive Director.

2. Additional comments for interpreting the profile:

We suggest applicants read more about Hawaiian culture and local culture. The context of this sense of place will help provide insight into some of the items we have mentioned regarding our congregation and our history.