



Name of Church

Pearl City Community Church UCC

Address

933 Lehua Ave
Pearl City, HI 96782

Conference:

Hawaii

Association:

Oahu Island

Title

Full Time Pastor

Start Date

Nov 1, 2024

Description

Pastoral Search 2024

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.pearlcitycommunitychurch.org>

Type: Professional

Additional Formal Ecumenical Affiliations

N/A

UCC Conference or Association Staff Contact Person

Name:

Jonathan Roach

Title:

ACM

Phone:

808.895.8710

Email:

jroach@hcucc.org

Summary Ministry Description

Pearl City Community Church (PCCC) is a vibrant and welcoming community of believers with a significant number of older members who seek God's guidance and help as they understand the importance of taking action now to prepare the church for a vital future to continue carrying out its vision and mission. Vision- PCCC, the loving presence of Jesus Christ shared with others. Mission- PCCC, learning about God through His word, loving through Jesus Christ, and living by the Holy Spirit. With a focus on PCCC's vision and mission statements, PCCC is seeking a full-time pastor (designated term) to assist the church in faithful preaching/teaching of God's word and the Gospel of Jesus Christ and providing leadership that inspires and encourages church members and friends to live faithfully and responsively to God's love, and to share the Gospel message of hope and life with our neighbors within and outside of our community. As the church is currently planning to utilize its resources (properties, facilities, finances, and people gifting) to selectively address community needs as well as to develop future financial sustainability for the church, we are seeking a pastor who will take a spiritual, administrative, and community role in the support and guidance of this property development initiative. As the need for younger members and leaders has been identified, we seek someone who can actively work with church leaders, members and community to reach out to younger generations to provide opportunities for involvement in the life and mission of the church.

Church pictures



What we value about living in our area.

About 10-15 years ago, the church developed a strategic plan. One of the questions posed at that time was whether the church should consider moving to a more central location rather than in lower Pearl City. After going through the planning process, it became clear to the planning leaders that the church is in the right place to serve the people right where it is at. Since then, senior housing units and lower income rental units have been developed within walking distance to the church. We are right where God wants us to be.

Current size of membership

181

Average in person attendance

110

Does your church hold virtual worship services?

Yes

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

Video Conferencing

On average, how many devices are logged in per service?

25

Video Hosting Platform

On average, how many views are received per service?

25

Multi-stream

On average, how many viewers are there per service?

0

Audio Platform

On average, how many listeners are there per service?

0

Languages used in ministry

English and Hawaiian - Once a month we worship in Hawaiian and English

Position Title

Full Time Pastor

Position Duration

Designated Term

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:

Preaching and Teaching

Second:

Work with and collaborate with church planning committee, community partners, developers, and government agencies in planning and development of church properties and use of assets

Third:

Leadership Development

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)	43000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	30000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 73000			
Pension/Annuity	10220	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5585	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	12740	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	1095	<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.

Vacation- 20 days per calendar year

Sick Leave- 20

Other days off are defined in the PCCC Personnel Manual

The expected living situation for our next minister.

Living elsewhere to commute as necessary

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

Not Applicable

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

Not Applicable

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

Reimbursement for use of personal vehicle.

Cell Phone and/or Internet.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Community of Practice Participation.

Other:

Professional Expenses- \$2,000

Moving Expenses- \$20,000

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

PCCC values and expects the pastor's participation in the wider church, thus we will reimburse reasonable expenses for participation in our UCC national, confer., ass., & other meetings. PCCC encourages & supports your ongoing group's (clergy clusters, communities of practice) & in continuing ed. progs to strengthen your ministry. We expect you to discuss with the Church Council, in advance, the nature and timing of these opportunities so that we can negotiate with you the dates and types of events that best support our church's ministries and your needs for ongoing development.

Who Is God Calling to Minister with Us?**The ministry goals we envision our next minister collaborating with the congregation to achieve.**

We are calling a minister to help us to continue to grow in being and becoming a faithful and knowledgeable community of disciples who seek to live life in love, to use the gifts God has given, and to fulfill the Great Commission. To strengthen PCCC's ability to share God's love by addressing and working to meet identified community needs. Working to sustain PCCC's ability to fulfill its vision and mission into the future.

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

The called minister faithfully lives, preaches and teaches God's Word, and through God's Spirit, Word, prayer and practice, PCCC members and friends continue to grow in love for each other and those in the community around us. This foundation of love and trust by PCCC members and friends results in caring for the needs of the community and the use of PCCC's properties and resources to meet identified needs.

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

PCCC does not specify any language requirements, however, PCCC utilizes English as its main language in its services and church interactions. The church's history developed from a Hawaiian speaking congregation. We have one service per month presented by the Hawaiian Ministry committee. The hymns and prayers are presented in Hawaiian with English wording accompanying the Hawaiian language. The called minister has to be knowledgeable of, comfortable in, and respectful of the local and indigenous culture. Our congregation is multicultural with deep roots in the local and indigenous culture.

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,
2. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice,
3. Working together for Justice and Mercy,
- and 4. Caring for all Creation

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.

God's call to the congregation at PCCC is to bring glory to God by becoming and being a faithful and loving body of Christ who depend on God's direction and working in partnership with others to share our God given resources and gifts to care and meet identified needs of the church and the wider community.

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

God is calling us to utilize our resources (properties) to provide services to help our community with affordable housing and caring for the houseless in our community by feeding them physically and spiritually. God is also calling us to take care of our elderly in our community as well as the elderly in our congregation.

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

God's call to the congregation at PCCC is to bring glory to God by becoming and being a faithful and loving body of Christ who depend on God's direction and working in partnership with others to share our God given resources and gifts to care and meet identified needs of the church and the wider community.

Strengths or positive qualities of our congregation.

PCCC is a congregation that continues to develop its practice of love and care for each other. We strive to share God's love in the many ministries through teamwork and a sense of common mission. There are many dedicated persons in PCCC's leadership and ministries. Members are actively concerned and are addressing ways the church can sustain itself, so we are able to carry its vision and mission into the future as well as the present.

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

The areas to strengthen the congregation includes: 1) financial sustainability into the future, 2) reaching out and supporting the involvement of younger persons and families, 3) development of future leadership, 4) deepening of faith and prayer, and 5) developing ways to use our resources and talents to meet specific community needs.

What worship is like when our congregation gathers.

Worship is fairly ordered to welcome and acknowledge God's presence with us, there is a time of warm greeting and welcoming of friends and members, worship songs are selected to align with the preaching topic, preaching and teaching is a key and vital component of worship, the Lord's prayer is recited in unison, key church activities are announced, and many people stay after worship service to greet the pastor and sit with friends in the coffee hour.

The educational program/faith formation vision of our church.

Our growing educational mission for the church consists of Sunday School from preschool through high school and adult Bible classes offered by church members who act as facilitators. The adult classes usually choose their topic of study in consultation with the Adult Bible Study coordinator. Additional Bible study is available through organizations such as the Bible Institute of Hawaii. We have at least seven (7) in-person and online virtual Bible studies.

How our congregation is organized for ministry and mission.

The congregation is organized as stated in the By-laws. Any changes to the church By-laws are voted on by the congregation. Changes to the organization are recommended by the Council and voted on by the Congregation. The church Council is the main organizing body, but the congregation has the final say in significant and key matters

When it comes to decision-making, 3 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

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...

The Council is made up of an executive group made up of the moderator, vice moderator, secretary and treasurer. The rest of the Council members represent the various Boards and Ministry Committees. As PCCC is planning for potential development of the church properties, a smaller committee from the Master Planning committee will be developed to make timely decisions relating to the property development, however, in matters that require Congregational approval, the Congregation still has the final say. PCCC does not have a well-developed policy on disaster and crisis response. This is an area of work that needs to be addressed.

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

[PCCC.2024.AnnualReport.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:	147
NUMBER OF ACTIVE NON-MEMBERS:	34
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	181

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	80%
LESS THAN 10, MORE THAN 5 YEARS:	15%
LESS THAN 5 YEARS:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	12
12-17	0
18-24	0
25-34	3
35-44	4
45-54	5
55-64	20
65-74	60
75+	77

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	0%
SINGLE ADULTS AGE 35-65:	0%
JOINT HOUSEHOLDS WITH NO MINORS:	0%
SINGLE ADULTS OVER 65:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	15%
COLLEGE:	58%
GRADUATE SCHOOL:	15%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	2%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	30%
ADULTS WHO ARE RETIRED:	65%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Professional- 60% and Semi-Skilled- 40%. We have a significant number of retired educators in the church.

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

Overall, there is at least 45-60% with Asian heritages (Japanese/Okinawan, Filipino, Chinese, Korean), a smaller number of Hawaiian/Part-Hawaiian, Caucasian and a smaller number of Blacks. Nu'u Loto Church, a Samoan congregation that has been utilizing the church facilities for many years also has a number of their members who also worship and participate in PCCC's activities. In the church's after school youth program, we have between 12-15 youth who are immigrants from Micronesia and Samoa.

What diversity means in our context?

In PCCC's statement of faith, there is a paragraph that provides guidance on diversity. "He bestows upon us His Holy Spirit, creating and renewing the Church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races". We also strive towards the ideal of Colossians 3: 10-11 "there is no longer any distinction between Gentiles and Jews, circumcised and uncircumcised, barbarians, savages, slaves and free men, but Christ is all, Christ is in all. (Today's English Version). Although we are not an "Open and Affirming" church, we struggle to love the other.

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

No

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)	7	Board of Christian Education
Baptisms (number last year)	2	Board of Deacons
Children's Groups or Classes	22	Board of Christian Education
Christmas Eve and Easter Worship	350	Board of Deacons
Church-wide Meals	5	Board of Deacons
Choirs and Music Groups	15	Board of Deacons
Church-based Bible Study	7	Board of Christian Education
Communion (served how often?)	12	Board of Deacons
Community Meals	4	Community Concerns: Park Ministry
Drama or Dance Program	15	Music Outreach Visitation Ministry
Funerals (number last year)	5	Deacons
Worship (digital / online / livestream)	25	Board of Deacons
Youth Groups or Classes	1	Board of Christian Education

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00	120	Board of Deacons and staff

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
Sharon Inake	none	Visitation Ministry	Visitation and New Member Assistance	<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:

Church member and contracted Pastoral Care minister

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Church Administrator	Mylene Ibera	full	Moderator	12 Years
Ministry Assistant	Benjamin Gabriel	full	Moderator	3 Years
Pianist/ Choir Director	Scott Baehrens	part	Board of Deacons and Moderator	3 Years

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

PCCC has a significant number of long-time older church members, however, many of the members are quite active in the life of the church. The children's Sunday School program has been growing with a group of 15-20 children. The church Afterschool Program is serving the community and has about 12-15 young persons who are mainly from Micronesia. PCCC Sunday Worship attendance is on average about 120 persons. There are a variety of ministry groups and Sunday School classes that offer opportunities to grow in faith and service. Working in partnerships with other community resources is valued.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	229606
Gifts Designated for a Specific Purpose	15715
Grants	17000
Rentals of Church Building	194533
Support from Related Organizations (e.g. Women's Group)	20297
Dividend Income - Investments	65423
Total	542574

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

748351

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?

17

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)

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?

OCWM is supported via the Board of Missions.

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

8

Total amount of loan debt:

No response

Reason for debt:

N/A

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

In 2024, PCCC has been exploring the possible development of its church properties. We are currently working with Mission Management Company (MMCo) as consultants in this development process. As of early 2025, we have entered into a phase of planning that should take the church to development of an RFP that would be submitted for developers to respond to. The overall initiative of this development process is to secure financial resources to sustain the church into the future and to provide some form of housing capacity to meet community housing needs for needy persons/families.

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.

The church property development process included a three-day session with a significant (more than 50%) number of church members and friends. Through a survey and discussion process a major value was **worship** along with two secondary but significant values which were **families** and **housing**.

Does your church have an endowment?

No

Other Assets

5,130,973 (Fixed Assets)

Reserves (savings):

123634

Investments (other than endowment):

4298625

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The church owns all the buildings on the church grounds which include the sanctuary, social hall, and administrative building. Additionally, the church owns three properties that include eight rental units. The rental units are adjacent to the church's main property with one property across the street from the main church grounds. We were able to demolish a ninth rental unit in 2024; as this unit was in disrepair. The rental units are older structures that are maintained as repair issues arise. These rental units are managed by Avalon as the rental agents.

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

NONE

Accessibility features of our building(s):

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
Closed-captioning on sanctuary screen and/or livestream
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
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Almost all church spaces are accessible by wheelchair. There is one area that is not accessible by wheelchair. This is the upstairs Sunday School rooms that are located above the administrative office.

Policies regarding financial practices of the church:

Pledges- Members of the Church agree to support the Church thru regular pledges.
Special Offerings- The Council may set aside any of the special offerings for designated purposes.
Restricted Funds- All legacies designated shall be set aside in restricted funds. The Council shall administer all restricted funds.
Budget- The Finance Committee is responsible to formulate the budget and present it to the Council and Congregation for approval.
Administration of budget items- Each Board, Committee and Ministry is authorized to disburse their funds according to their approved budgets.

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

Pearl City Community Church is financially secured with no debt and liabilities. Implement a strategic planning and property development process to maximize effective use of current rental properties for the church and community purposes. Manage investment portfolio to maximize yields and earnings.

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

PCCC has its historical beginnings from the Ewa Hawaiian Church "Ka Hui Ho'ike Nani O Ka Haku Iesu Cristo Church" that began in 1837. The Ewa Hawaiian Church was renamed Kahikuonalani Church in 1883 and in 1906, Kahikuonalani Church moved from Haupuu Hill to Third Street in Pearl City. In 1929, a three-year lease agreement between Kahikuonalani Church and the Pearl City Comm. Sunday School allowed the children to meet in the church's hall. The relationship between the Pearl City Community Sunday School and the Kahikuonalani Church eventually resulted in a Charter of Incorporation amendment that changed the Hui'ike Nani Ka Haku O Iesu Kristo church to the PCCC on 2/27/55. On 5/23/55, PCCC was admitted to the Ahu Mokupuni of the Oahu Evangelical Association. On 10/1/1955, Rev. Hiro Higuchi was called as the first pastor. Annual Luaus helped pay for the church and was important in developing community connections. The Pandemic has significantly impacted the church.

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

A significant change in the past 10 years was the removal of the church pews to single chairs that can be arranged within the sanctuary. Initially, members had difficulty with the idea, eventually with the agreement to keep the pew contribution metal tags that could be displayed within the church, and the need for more flexible space within the sanctuary, people adjusted to the new chairs. Another impactful change was related to the COVID pandemic. Our in-person worship attendance was greatly reduced due to the pandemic. To adjust to not having in-person services, the church began utilizing on-line meetings. Even as the pandemic infection rates were greatly reduced, on-line meetings and Bible study were normalized for use by many church members.

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.

We strive as a church to respect and listen to one another and work things through without generating divisiveness. We have experienced conflicts in the past and in the present but try to work them through as we learn from past experiences. We have had members leave the church. Those who have remained continue to feel a strong bond with one another and have seen the congregation become stronger and more unified. There continues to be an emphasis on transparency to ensure that different opinions and ideas are openly shared and addressed. We have become more aware of the need to keep communication lines open. Overall, as we strive to listen and understand each other and practice more of Christ's forgiveness with each other, the church can share the love of Christ in the real living of the faith.

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

Our church leadership struggled with a financial report from our investment company. There was a reporting error that was not corrected in a timely manner. Some of the church leaders wanted to have corrections made as soon as possible and for others, the correction was understandable and did not need to be done right away. The church did not lose any funds, but it did cause a fracture in the church leadership. It was resolved as one of the leaders passed away and there was no continued focus on the issue. We did learn to be more vigilant in our investment reporting and to bring any errors up to the leadership as soon as it is noted.

Ministerial History:

<i>Name:</i> Rev. Hiro Higuchi	<i>Years of service:</i> 9	UCC Standing
<i>Name:</i> Rev. James Merseberg	<i>Years of service:</i> 18	UCC Standing
<i>Name:</i> Rev. Grant Lee	<i>Years of service:</i> 12	UCC Standing
<i>Name:</i> Rev. Eric Ebisu	<i>Years of service:</i> 16	UCC Standing
<i>Name:</i> Assistant Pastor Keith Young	<i>Years of service:</i> 9	UCC Standing
<i>Name:</i> Rev. David Hirano, Interim	<i>Years of service:</i> 2	UCC Standing
<i>Name:</i> Rev. Wally Fukunaga, Interim	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Rev. Phillip Reller	<i>Years of service:</i> 4	UCC Standing
<i>Name:</i> Rev. Gordon Marchant	<i>Years of service:</i> 5	UCC Standing

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

The church leadership at times have had difficulty dealing with conflict especially when a pastor is involved. During the pandemic, the expectation of the pastor continuing to make pastoral care visitations became an issue. Many of the members had clear expectations that the pastor should make contact and be visible to the congregation. During the pandemic, these expectations were not met, and it became very clear that congregants expect the pastor to be available or to make an effort to make contact even if only by phone or mail. Pastor's input must be part of the decision-making process.

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.

PCCC recognizes that the vision and mission of the church must include partnerships with other churches, community agencies, and government entities. The issues and concerns of the community are much too large and complicated for the church to address by itself. PCCC has at its core, the message of hope through the Gospel of Christ. How we live out this message through the lives of PCCC's members and friends as we identify community needs and provide shared service with our community partners and neighbors is key to any service(s) extended to our Pearl City and surrounding communities.

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

PCCC's leadership recognizes the importance of participating in the wider initiatives and activities of the United Church of Christ. Although the congregation may not be in agreement in all goals and objectives of the wider church, we understand that the Conference and the wider church provide support to the local congregation and a greater voice and opportunity for the local church to address and meet needs in the wider community. Our

leadership strives to have PCCC church involvement in meetings and events held by the Oahu Association, HCUCC Conference and the annual UCC Conference Aha Pae'Aina annual meeting.

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

PCCC's Mission Board seeks out community organizations and reaches out to find out what specific community organizations are doing to meet community needs. The Mission Committee provides supportive grant funds to support the work of identified community organizations and church affiliated programs and ministries that provide services to share the Gospel message and/or to meet human needs. For example: 1) the church provides facility support to Family Promise- an agency providing housing resources for families facing homelessness, 2) Touch a Heart- an agency that provides job training opportunities and meals to families, and 3) Enhanced Fitness- a church exercise program in partnership with the YMCA, University of Hawaii and PCCC to strengthen Kupuna to prevent falls and to provide a place of socialization for senior citizens (Kupuna).

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.

PCCC strives to be and to become a welcoming church community. One of the current concerns is that we are located in an area that has a number of homeless persons with a mental illness. We are looking into ways that more of our church members can learn to be more open and welcoming to these persons. A number of church leaders have attended some training on mental illness, but more is needed to better organize our response to the needs and relationship development with persons faced with a mental illness. Some of our church families also have members who struggle with a mental illness. Currently, there is a depression support group that offers a group setting to discuss and deal with depression and/or anxiety.

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

PCCC is open to participation in ecumenical and interfaith activities as it relates to specific religious events and/or community issues and needs. Prior to the COVID pandemic, PCCC utilized its facilities and property to support and partner with another church that was not UCC related to provide food to needy members of the Pearl City community. PCCC members have also been actively attending the Hawaii Island Ministries (HIM) annual conference event which includes churches from different denominations. During the period that we have not had a senior pastor, we have had supply pastors from different denominations as well as UCC pastors speak at our Sunday Worship services. All the supply pastors have shared the Word of God and highlighted God's grace through Jesus Christ.

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

PCCC strives to relate all its ministries and community activities and events in light of its current mission statement. As a congregation, we periodically assess our activities to see if we are planning and taking initiatives and activities in relation to PCCC's mission and vision statements. Key activities and events are promoted and supported with the intent that they are in alignment with PCCC's mission and vision statements. In the church's annual budgeting process, the Council, Boards and Ministry committees are asked to reflect on their planned expenditures in relation to the church's mission statement. We print the church's vision and mission statements in the back of the worship bulletins to remind ourselves of the church's vision and mission.

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.

PCCC's leadership collaborates with the pastor if the pastor has an interest in wider community ministry. The church leadership would expect the pastor to inform them of any outside community ministry that he/she would like to become involved with. A discussion and decision making about the amount of involvement on the pastor's behalf may be supported based on the church's ministry priorities and the feasibility of the pastor's commitment and involvement in the wider community ministry and the ministries alignment with PCCC's vision and mission statement.

The ARDA or MissionInsite Reflection

ARDA/MI File
No response

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

When reviewing the ARDA census demographic data for Pearl City, Zip Code 96782, the overall data indicates that many demographic indicators are closely aligned or better, as compared with percentages of the City and County of Honolulu and the State demographics. Upper Pearl City has many single unit owned homes with an average house value of \$846,200. However, PCCC is located in lower Pearl City that is surrounded by a number of affordable/low rent senior and family housing units/apartments. We anticipate that more housing developments will be developed around the rail transit station.

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.

Many of the members come from surrounding areas of Pearl City and Aiea and not in the surrounding neighborhood of the church. However, the church demographics reflect the large Asian and older population of the community around the church. In terms of income, the surrounding neighborhood has a large number of individuals/families who are at lower income levels as compared to the membership in general. However, there is a high percentage of members who are retirees on fixed income. The number of homeless persons in our neighborhood is significant and is an area to address.

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

As the church is beginning to make more community connections, we are coming into contact with a number of elderly persons who reside in senior housing within the neighborhood. The church started addressing the needs of the elderly with an exercise program to prevent falls and we started a Kupuna HUGS program to provide socialization activities for seniors. We have had more contact with homeless persons who have a mental illness, and we are looking into more training and support for our members to interact with mentally ill and homeless persons.

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

We value partnerships with various community organizations. We rent two of the church's rental units to Family Promise, an organization that addresses homelessness. We started a fitness program to prevent seniors from falling. This partnership included the YMCA & UH Hawaii. Touch a Heart, a training program for former incarcerated persons wanting to work in the food service. We are also involved with the C & C of Honolulu's roadside cleanup program. Community leaders are impressed by the willingness of the church to be involved with the community & to share our resources as we are able.

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

As a new member of PCCC, I am very humbled and impressed with the church's dedication and involvement to help improve and enhance the lives of the residents in the Pearl City community and neighborhood. The church has addressed and provided some solutions for housing for homelessness, are in the process of implementing educational programs for Micronesian youth, have implemented health and fitness programs for seniors, and continues to do roadside beautification and clean-up work. Another newcomer indicated that it was a place he could bring his questions of faith and find out more.

References



☒ Michiyo Tomioka

Completed: Tuesday, Mar 25, 2025

I collaborated with PCCC to implement EnhanceFitness, guiding plans, a successful pilot, and grant efforts to expand senior health programs.

Primary Email Address: mtomioka@hawaii.edu

Business: 8087280570

Reference Response

I highly recommend PCCC as an outstanding partner dedicated to improving the well-being of kupuna and the broader community. Through the PCCC's Kupuna Empowerment Workgroup, PCCC introduced EnhanceFitness, an evidence-based group exercise program for older adults to prevent falls, and demonstrated exceptional commitment by partnering with us and the YMCA. They successfully piloted the program, secured grant funding to expand it, and shared their experiences to inspire other faith-based organizations and community-based organizations. PCCC's dedication, collaboration, and strategic thinking have created a positive impact, improving physical and mental health outcomes for participants. Their volunteer efforts, regular progress reviews, and focus on sustainability further highlight their commitment to serving kupuna. PCCC is truly an exemplary partner.



☒ Paul Yu

Completed: Monday, Apr 7, 2025

Property manager of Pearl City Community Church rental properties

Primary Email Address: pauly@avalonHI.com

Business: 8087241655

Reference Response

I have had the privilege of working as their Property Manager since April 2024 and have meetings with the Pearl City Community Church Board members once a month.

My experience with all the Board members has been overwhelmingly positive as they are great to work with. They are very warm and welcoming and were very patient as I transitioned into managing their properties. Their dedication and commitment to their community is evident in the subsidized rent they provide to some of their tenants, as well as working with Family Promise of Hawaii to provide a safe environment for those in need.

I wholeheartedly support Pearl City Community Church as they seek new pastoral leadership and have no doubt that their future pastor will find a welcoming and vibrant congregation. If you require any further information, please feel free to contact me.

Sincerely,
Paul Yu

☒ Robin Kumabe

Completed: Thursday, Apr 10, 2025

Touch A Heart, Inc. 501(c)(3) nonprofit organization. Robin Kumabe, Executive Director. Partner - pick up & delivery of meal program to Kupuna.

Primary Email Address: robin@touchahearthawaii.org

Business: 8087797083

Reference Response

Pastoral Search Reference letter (not enough space to copy and paste the reference letter).

Closing Prayer

May we join together in service to our Lord and Savior Jesus Christ and as we work in partnership, may we glorify God in all we do. We ask that we are attentive to the needs of our pastor and that we are able to adventure together in the purpose of sharing and living the Gospel in a world in need of hope and redemption. May this partnership be one of openness, accountability, fun, excitement, anticipation, and joy. And may we grow together in deeper faith of God's love for us and in His promise to be with us always whether in good times or times of struggle and despair. AMEN.

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.

The congregation's input regarding the characteristics and key job functions for the pastor was provided by a survey to the church's membership and friends. This input was used to identify the importance of job functions and the three core competencies. Additionally, the congregation was provided with the Pastoral Search Committee's responses to key questions in the church profile. The nine members of the Pastoral Search Committee as a team provided responses to the profile questions and worked on agreement to the responses made in the submitted church profile.

2. Additional comments for interpreting the profile:

No response