

<b>Name of Church</b>
Keawala'i Congregational Church UCC
<b>Address</b>
5300 Makena Rd Makena, HI 96753
<b>Conference:</b>
Hawai'i
<b>Association:</b>
'Aha O Nā Mokupuni 'O Maui, Moloka'i a Me Lāna'i
<b>Title</b>
Pastor
<b>Start Date</b>
n/a
<b>Description</b>
Designated Term

### Church Contact Information

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No contact information has been added to this profile.

### Listing Information

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#### Web Presences

<https://keawalai.org>

Type: Professional

#### Additional Formal Ecumenical Affiliations

*No response*

#### UCC Conference or Association Staff Contact Person

**Name:**

Jonathan Roach

**Title:**

Associate Conference Minister on Hawai'i Island

**Phone:**

808.895.8710

**Email:**

jroach@hcucc.org

**Summary Ministry Description**

God is a constant presence, offering guidance, strength, and hope even in life's most uncertain moments. We enjoy a committed congregation and are looking for ways to grow our membership. When we get there, we hope to see increased participation by the congregation in our Sunday school program, the music ministry program, and on our boards and committees.

**Church pictures**



**What we value about living in our area.**

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

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

**Current size of membership**

229

**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?

15

**Languages used in ministry**

English and Hawaiian

**Position Title**

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

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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*.

### Expectations:

Worship Leadership, Preaching, Service Preparation.  
Church Administration, Newsletter, Communications, Staff Supervision.  
Leadership with Church governing body and committees.  
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.  
Special services (weddings, funerals, liturgical year services).  
Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).  
Maintain collegial and denominational relationships.

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:

Effective and caring communicator.

Second:

Adaptation and Innovation.

Third:

Multicultural sensitivity.

## Compensation and Support

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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)	150000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 150000			
Pension/Annuity	0	<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.**

Keawala'i Congregational Church is seeking a 5 year term agreement, which can be renewed upon mutual agreement, for our pastor. KCC has budgeted up to \$150,000 for total pastoral compensation. Our leadership will work with you to configure the compensation package to best meet your needs within this budget. Assistance in moving expenses of up to \$25,000 is in addition to the salary amount. In addition to salary, an allowance for automobile expenses, an allowance for purchase of books and periodicals, and reimbursement for a background check will be provided.

**The expected living situation for our next minister.**

The pastor is expected to live within the Kihei community, ideally within 5-10 miles of the church. A housing allowance will be provided to assist with living expenses.

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

No parsonage available.

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

The church does not support a ministers bi-vocational employment.

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

Criminal background checks.

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

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

Hawai'i Conference - The Hawai'i Conference is comprised of all the UCC churches in the state of Hawai'i.

Communities of Practice - Colleagues who typically share a common interest or are near each other geographically, support for clergy and can be a great resource.

State Council of Hawaiian Churches - A voluntary group of churches that have deep roots in Hawaiian culture. Keawala'i sends its pastor and a lay leader to semi-annual meetings.

## Who Is God Calling to Minister with Us?

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

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

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

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

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

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

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

**Based on what 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.**

**EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE**

Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship

Praying actively and nurturing spiritual practices

Being called to ordained ministry by God and the Church

Continuing discernment of one's call in community

Understanding the power of the Holy at work through the elements of Christian worship to nurture faith

Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship

#### NURTURING UCC IDENTITY

Acknowledging Jesus Christ as the sole Head of the Church

Communicating passion for the oneness of the Body of Christ (John 17:21)

Holding active membership in a Local Church of the United Church of Christ

Participating in the various settings of the United Church of Christ (UCC), including Local Churches, Associations, Conferences, General Synod, and global ministries

Knowing and appreciating UCC history, polity, and theology

Exhibiting a commitment to the core values of the UCC: continuing testament, extravagant welcome, and changing lives

#### ENGAGING SACRED STORIES AND TRADITIONS

Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament

Maturing in effective proclamation and biblically based preaching

Understanding the history of the Christian Church, from biblical times forward

Bringing life to sacred stories and traditions in worship, proclamation, and witness

Leading faith formation effectively across generations

Holding the Holy with integrity especially as represented in the Sacraments

#### WORKING TOGETHER FOR JUSTICE AND MERCY

Drawing on the ministry of Christ to confront injustice and oppression

Practicing the hospitality of God

Identifying and working to overcome explicit and implicit bias in the life of the Church

Understanding community context and navigating change with a community

Engaging in mission and outreach

Building relationships of mutual trust and interdependence

## Who Is God Calling Us to Become?

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

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

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

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

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

Life in Hawai'i is quite different from that on the mainland. Hawai'i is a vast melting pot of ethnic and cultural identity and practices. Life is laid back with a casualness that impacts our time, time here in Hawaii can be referred to as "Hawaiian Time."

There is a palpable gentleness here in Hawai'i, which is known for its aloha spirit. The Hawaiian Islands are home to active volcanoes and magnificent scenery, and are surrounded by the Pacific Ocean, making Hawai'i the most remote, populated land mass on earth at over 2,000 miles from any other land. The feeling of isolation called "Island Fever" can be real, so it's important to stay connected with family and friends. Traveling can be challenging. You have to fly to get to the other islands or the mainland. You must have a car to get around Maui.

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

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

## Congregation Reflections

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

Our statement of faith is a covenant by which Keawala'i Church exists.

We believe in you, O God, Eternal Spirit.

God of our Savior Jesus Christ and our God, and to your deeds we testify. Our Mission Statement, recited in both Hawaiian and English, embodies the dreams and aspirations of the members of the church.

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

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

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

**Strengths or positive qualities of our congregation.**

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

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

Together, these areas of growth—communication, outreach, and vision—are central to our hope of becoming a more vibrant, connected, and mission-driven congregation. A growing edge for our congregation is improving communication, expanding community outreach, and clarifying our vision for the future. We're working to strengthen internal communication so members feel more connected and informed. At the same time, we're deepening our presence in the community through service and relationship-building. All of this is grounded in our desire to discern a clear, shared vision that guides us forward with purpose and faith.

**What worship is like when our congregation gathers.**

Our Sunday worship service takes place in our Hale Pule (Church Sanctuary) at 10:00am. Announcements and the welcoming of visitors are included before service begins. A very special part of our 10 am service includes Ka Manawa no nā Keiki a me nā 'Ōpio (Time for Children and Youth) after which the children attend Sunday School. The congregation recites our Mission Statement and sings The Lord's Prayer in Hawaiian and English.

The service includes the ringing of the church bell and the blowing of the pū (conch shell). The music ministry is an integral part of the worship service. The church is blessed with an organ and grand piano. We have Aloha Hour (Fellowship) in the pavilion after services. Both the Easter and Christmas Eve Services are held outside on the church grounds with approximately 500 people attending each service. These services usually include having guest musicians attending. Both are led by the pastor with the church choir as part of the program. Baptisms are performed during Sunday service with the family and congregation participating. After the service, weather permitting, all are invited to walk to the beach to witness the ritual of immersion in the ocean.

**The educational program/faith formation vision of our church.**

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

**How our congregation is organized for ministry and mission.**

The church bylaws set out the organization of the church. We have a moderator, vice-moderator, treasurer, secretary, and assistant treasurer as church officers. The four boards in the church consist of The Board of Mission and Outreach, The Board of Education, The Board of Trustees, and The Board of Deacons. The Church Council is comprised of the chairs of each Board and the officers of the church. The Church Council is the governing body of the church and the representative deliberative body elected by the congregation to act on its behalf. Most operational decisions are made in the Deacons' and Trustees' meetings. The annual meeting and the church council meetings are where major decisions are made.

When it comes to decision-making, 6 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...

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

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

[Keawala'i Congregational Church BYLAWS \[Approved 1-28-24\].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:	120
NUMBER OF ACTIVE NON-MEMBERS:	109
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	229

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	55%
LESS THAN 10, MORE THAN 5 YEARS:	40%
LESS THAN 5 YEARS:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	1
12-17	2
18-24	0
25-34	0
35-44	0
45-54	25
55-64	75
65-74	65
75+	61

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	3%
SINGLE ADULTS AGE 35-65:	12%
JOINT HOUSEHOLDS WITH NO MINORS:	75%
SINGLE ADULTS OVER 65:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	15%
COLLEGE:	50%
GRADUATE SCHOOL:	20%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

**Percentage of adults in various employment types:**

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	25%
ADULTS WHO ARE RETIRED:	75%
ADULTS WHO ARE NOT FULLY EMPLOYED:	0%

**ARE THESE NUMBERS ESTIMATES?**

Yes

**The range of occupations of working adults in the congregation:**

Working adults in hospitality, real estate, financial planning, and customer service.

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

Predominantly caucasian with native Hawaiian, Asian, and African American.

**What diversity means in our context?**

Historical Hawaiian church that is dedicated to maintaining its Hawaiian heritage through music and using 'Ōlelo Hawai'i (Hawaiian language) in our services.

**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
Baptisms (number last year)	2	Pastor
Children's Groups or Classes	2	Pastor, Sunday School
Christmas Eve and Easter Worship	1000	Pastor, Deacons
Church-wide Meals	0	Aloha Hour after services - Deacons
Choirs and Music Groups	10	Pastor, Music/Choir Director, Accompanist
Communion (served how often?)	12	once a month, Deacons
Funerals (number last year)	8	Memorials - Pastor, Deacons
Outdoor Worship	2	Easter, Christmas Eve, we offer outside seating on Sunday too
Weddings (number last year)	8	Pastor
Worship (digital / online / livestream)	52	each week, Pastor, Deacons

**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
Danette Kong	3	Hospital	Healthcare, Chaplain	<input checked="" type="checkbox"/>
Bob Nelson	none	Episcopal	Priest	<input checked="" type="checkbox"/>
Jimmy Aarona	none	Hawaiian Churches	Licensed Minister	<input type="checkbox"/>
Dennis Barger	none	Presbyterian	Minister	<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:

None

List of all current staff:

*No Response*

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

*No response*

## Church Finances

### Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	322840
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	20328
<b>Total</b>	<b>343168</b>

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

411947

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?

*No response*

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
- Christmas Fund

In what way is OCWM (Basic Support) gathered?

Operating budget line item with a flat donation.

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

0

Total amount of loan debt:

*No response*

Reason for debt:

Not applicable

Are capital and other payments current?

Yes

### Capital Campaigns

Description of any building programs projected or underway.

Not applicable

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.

Not applicable

Does your church have an endowment?

Yes

What is the market value of the assets?

832000

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

as needed

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

0

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

0

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

16 years

Please comment on the above calculations or estimates:

estimates

Other Assets

0

**Reserves (savings):**

560000

**Investments (other than endowment):***No response***Does the church have a parsonage?**

No

**Description of all buildings owned by the church:**

Buildings owned by HCUCC for Keawala'i include Hale Pule (Sanctuary), Hale Kukahiko (Office, Sunday school, meeting room and kitchen).

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

Not applicable

**Accessibility features of our building(s):**

Accessible parking spaces

Access to child care spaces for wheelchair users and people with other mobility aids  
Large print bulletins  
Wheelchair access in bathrooms

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)  
Curb cuts

**Which spaces are accessible to wheelchairs:**

All spaces are accessible to wheelchairs.

**Policies regarding financial practices of the church:**

Two person integrity utilized with all money handling, i.e., counting offerings, creating check requests, signing checks. Treasurer oversees and reports to congregation and Board of Trustees.

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

Keawala'i is financially secure and able to work through any financial insecurity in the near future.

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

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

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

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

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.

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

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

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

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

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

**Ministerial History:**

*No response*

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

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

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

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

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

For Keawala'i's outward service, our Outreach Committee has provided financial grants to needy individuals and other agencies such as Maui Food Bank, Hale Kau Kau (a Catholic meals charity), and A Cup of Cold Water, an Episcopal outreach ministry for the houseless community. The Outreach Committee also provides financial assistance to other agencies to help cover fees for housing and substance abuse treatment.

Keawala'i also has an inreach service called Hui Mālama (helpful team). The Hui Mālama volunteers do their best to provide assistance to members and friends of the church that are in need of care and help in various situations, sometimes including home visits, transportation, and meals.

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

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

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

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

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

Not applicable.

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.

Accessible to All (A2A).

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.

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

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

In the past, members of Keawala'i have attended interfaith services at various sites. Our pastor will participate in the Maui Minister's group and the Interfaith group on our Island.

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

Our Mission Statement has three basic tenets...

sharing God's aloha from generation to generation

we welcome ALL people into our 'ohana

uniting our Christian faith and Hawaiian heritage

Keawala'i is considered an intergenerational church. Following the beginning processional and hymns, children are invited into the worship service by having time with our Kahu hearing about the scripture theme prior to attending Sunday School. All of our worship services incorporate all age groups.

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

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

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.

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

## The ARDA or MissionInsite Reflection

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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.

Not applicable.

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.

Our membership and visitors are generally older than the population of South Maui, which includes the adjacent areas of Kihei, Wailea and Mākena. Kihei (pop. 20k) is a working and retirement populated area. Wailea (pop 6k) is a resort and retirement area. Mākena, where the church is located, has a population of 197 people.

As of 2023, Maui has a population of 164,244. The racial makeup of the county is 27% Asian, 29% Caucasian, 23% from two or more races, 9% Native Hawaiian and Pacific Islander, 1% Black or African American, and 11% Hispanic.

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

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

Virtual services: Some of our members have continued to participate in worship through livestream.

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

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

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

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

**References**

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Caroline Belsom

Completed: Thursday, Aug 7, 2025

As an attorney I consulted with the Church Board for over ten years until I retired 12/21/2023. I have attended worship services a few times since.

Email Address: cpbelsom.law@gmail.com

Business: (808) 281-2136

**Reference Response**

Where Keawala'i Church once stood among local trees and vegetation, it is now surrounded by a resort hotel and a community of high-end homes owned by wealthy part-time residents. The church continues to share God's aloha through the Hawaiian culture, its language, and its missionary history. It has a dedicated group of lay people who carry out the ministry of the church, but they may burn themselves out doing so.

With an aging membership and a transient community, financial stability appears to be an issue. There are few young families/children, calling leadership succession into question.

Since the retirement of its 30-year pastor, the church has had a four-year interim pastor (during Covid-19) followed by a called pastor whose contract ended abruptly less than a year after it began. Is the congregation ready to review its mission and explore ways to better serve the surrounding community?



Anela Rosa

Completed: Wednesday, Aug 6, 2025

'Ānela Rosa

Kahu / Pastor at Waiola Church (Lāhainā, Maui)

I am a licensed Kahu serving another UCC church on the North West side of Maui.

Personal: (808) 281-9306

Personal: (808) 281-9306

**Reference Response**

My 'ohana (Family) is from Mākena and its history with the church stems back o the initial formation and start of the congregation that goes back generations. My grandfather served as the Moderator in his time, other family members have served in many different capacities and some continue to do so. Most of the people in the cemetery are my relatives either buried there or at sea with their plaques place in memory.

I have attended Keawala'i as a young girl with my 'ohana when we were at our hale in Mākena. I have been in Lāhainā for a few decades and found the church I am serving as my new home based church. On occasions when possible, I attend a service on Sunday or a celebration as they occur. My kahua (foundation) for my spiritual journey is from Keawala'i.

I will make myself available for any future questions pertaining to Keawala'i and their search for a Kahu. Mahalo!



Heather Mueller

Completed: Friday, Aug 8, 2025

My role at Keawala'i is as a supply pastor. I have been involved in Ecumenical Services and a couple of weddings over the years.

Primary Email Address: heathermaymueller@yahoo.com

Mobile Phone: 808. 430-0120

**Reference Response**

I am an Episcopal priest who has served on Maui since 1978. During those many years, I have had various opportunities to serve with and be associated with the ministry at Keawala'i Church.

When I have served with that congregation, I have always experienced the people as warm and welcoming.

My other impression is that the place is inspiring in its beauty. Being close to the ocean is part of the worship experience. I also appreciate the presence of Hawaiian music in the liturgy.

Finally, I appreciate the fact that they maintain their facility and grounds very beautifully and faithfully. The Hawaiian roots go back many generations and that knowledge is honored and preserved in the cemetery and on the grounds.

My view of Keawala'i is from the point of a priest in another denomination with happy moments that I have had with the people at Keawala'i.

Aloha, The Rev. Heather Mueller

## Closing Prayer

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Keawala'i

The winds of Moa'e Kū caress my spirit

The cool, fresh winds born in Hāna

Traversing the cliffs of Kīpahulu

Softly blowing over the grassy plains of Kaupō

Sweeping through the arid lands of Kahikinui

Cooling the enchanting fields of Kanaio

And resting finally in Honua'ula

Refreshing the souls of Keawala'i!

God through nature touches us each day

Grateful for this special gift of life

God forever smiles upon his creation

This place called Keawala'i

Our beautiful peaceful bay

Protected and guarded by 'Āpuakēhau

Nurtured by the wind, and rain, the sun

Here... lives the tranquility of Mākena.

'Āmene.

## Statement of Consent

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### 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.*

Search and Call Committee, Church Council

### 2. Additional comments for interpreting the profile:

*No response*