

<b>Name of Church</b>
Central Union Church UCC
<b>Address</b>
1660 S Beretania St Honolulu, HI 96826
<b>Conference:</b>
Hawai'i
<b>Association:</b>
O'ahu Association
<b>Title</b>
Settled Associate Minister
<b>Start Date</b>
Jan 1, 2026
<b>Description</b>
Settled Associate Minister

**Church Contact Information**

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(808) 941-0957 (Business)

**Listing Information**

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**Web Presences**

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<https://centralunionchurch.org/> *Type: Other*

<https://www.youtube.com/@centralunionchurchhawaii> *Type: Other*

<https://www.facebook.com/CentralUnionChurchOfHonolulu> *Type: Other*

<https://www.facebook.com/cuwindward> *Type: Other*

**Additional Formal Ecumenical Affiliations**

*No response*

**UCC Conference or Association Staff Contact Person****Name:**

Rev. Jonathan Roach

**Title:**

Associate Conference Minister

**Phone:**

808-895-8710

**Email:**

jroach@hcucc.org

**Summary Ministry Description**

Central Union Church is seeking an Assistant Minister to walk alongside us as we grow in faith, deepen our relationships, and widen our welcome. We are a multigenerational, multi-campus congregation rooted in aloha, energized by compassion, and committed to living the love of Christ in bold and creative ways. We believe the Spirit is stirring—calling us to open our doors wider, to embrace new voices and visions, and to become an even more vibrant hub for our community. We long to be a place where newcomers feel at home, long-time members feel renewed, and all are invited to explore what it means to follow Jesus in today's world.

We are looking for a minister who will:

- Collaborate closely with our Senior Minister to honor the richness of our worship traditions while imagining new expressions of faith. • Lead with care and creativity at our Windward Campus, while also supporting ministry and programs at our Honolulu Campus. • Help us connect with our local and regional communities—including other faith groups—through meaningful partnerships and shared service. • Envision fresh ways to engage people across generations, cultures, and life experiences, recognizing the diverse ways we communicate, gather, and grow.
- Represent Central Union Church with joy and authenticity in community events and public life.

We are excited to welcome a minister who shares our vision: to be a welcoming and courageous community of faith, rooted in Christ's love that never fails and committed to compassion and peace. Together, we seek to grow in four key areas—worship that inspires, faith formation that deepens, hospitality that embraces, and living our faith through service and action. We look forward to all the ways our Associate Minister will help us embody these values, nurturing a church that reflects God's grace and aloha in every gathering, every relationship, and every step we take beyond our walls.

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

We cherish the deep sense of aloha that infuses daily life—a spirit of welcome, compassion, and connection that makes strangers feel like family. Our community is a vibrant tapestry, woven from many cultures, ethnicities, and faiths, each thread adding richness and resilience to the whole. We live in a place where diversity isn't just celebrated—it's embodied in our gatherings, our worship, our shared meals, and our stories. The natural beauty of the islands surrounds us with grace: the ocean's steady rhythm, the lush mountains, and the temperate breezes that remind us to breathe deeply and live gently. Here, inclusion is not a goal—it's a way of being. We value the harmony of difference, the joy of shared purpose, and the sacredness of place.

**Current size of membership**

1300

## Average in person attendance

197

## 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?

35

## Languages used in ministry

English

## Position Title

Settled Associate Minister

## Position Duration

Settled

## Compensation Level

Full Time

## Does the total support package meet conference compensation guidelines?

Yes

## Link to current Conference guidelines

[https://www.hcucc.org/\\_files/ugd/1c51b0\\_d5e80b037e0f4929b9293c7517908af2.pdf](https://www.hcucc.org/_files/ugd/1c51b0_d5e80b037e0f4929b9293c7517908af2.pdf)

## 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*.

## Expectations:

Worship Leadership, Preaching, Service Preparation.  
Church Administration, Newsletter, Communications, Staff Supervision.  
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.  
Mission and service involvements.

## 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:

We are seeking an Associate Minister who brings **bold creativity** and **vibrant energy** to their ministry. This is not a call to continue where the previous Associate Minister left off—it is an invitation to chart new paths. We are preparing ourselves for someone who will lead us into fresh expressions of faith, someone who arrives with curiosity about our past not to replicate it, but to build upon its strengths. Though we may move slowly at times, we are ready to be stirred. We long for a Minister who can help us imagine what's next, recognizing that the church is evolving and that innovation is essential. This role calls for the kind of creativity and momentum found in a new church start—visionary, courageous, and full of possibility.

## Second:

Because one of the central responsibilities of this role is to lead our Windward congregation, we are seeking someone with **strong management skills** to guide its day-to-day operations. This leader will collaborate closely with the Senior Minister, staff, and congregations to shape a strategic plan and articulate a compelling vision for the Windward Campus—one that honors its unique identity while moving boldly into the future.

**Third:**

Our church deeply longs for an Associate Minister whose presence radiates **warmth, authenticity, and calm**. We are drawn to someone who embodies a non-anxious spirit—grounded, compassionate, and steady. Members have named qualities like caring, understanding, sincerity, kindness, and genuineness as among the most cherished traits we hope to find. At the heart of our church is a strong sense of connection and community. We seek a minister who will nurture that spirit, weaving relationships with grace and helping us grow in love and belonging.

### 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)	60000	<input checked="" 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: 60000			
Pension/Annuity	8400	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

- Salary - Target salary is based upon conference guidelines and will be commensurate with experience.
- Housing - a parsonage is provided
- Pension/Annuity - 14% of Salary
- Social Security and Medicare Offset - CUC will not pay 50% of self-employment tax
- Medical/Dental Insurance - CUC will pay the premium for Health and Dental coverage for the minister and their family.
- Life & Disability Insurance - CUC will pay the premium for life and disability insurance coverage under a plan provided by CUC for employees

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

Parsonage

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

A 2-bedroom, 1 bath cottage, located in Kailua, on the campus of Central Union Windward in Kailua, is provided for the use of the Assistant Pastor.

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

This is anticipated to be a full-time position

**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  
Other meeting registrations (or educational requirement registrations).  
Community of Practice Participation.

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

Clergy of the O'ahu Association meet monthly for lunch and fellowship  
Opportunities available to participate in Communities of Practice

## **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.**

The Associate Minister will serve as a key partner to the Senior Minister, collaborating with church leadership and the broader congregation to shape and evolve the church's vision and ministry strategy. We understand that a vision only becomes transformative when it is woven into the daily work of our Ministry Teams and staff. Together, the Ministers work to ensure that this vision and its goals are deeply embedded in every aspect of church life. In this role, the Associate Minister will be instrumental in guiding the future of our church community, cultivating a space where all members—across generations—can grow spiritually and feel deeply connected. They will help design and oversee educational programs that engage children, youth, and adults alike. Additionally, the Associate Minister will serve as the lead Minister at our Windward location, assuming full responsibility for the spiritual, operational, and communal life of that congregation.

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

The Associate Minister we seek will work in close partnership with the Senior Minister and the congregations to clearly and compellingly communicate our church's vision and mission to the broader community. We value collaboration and are looking for a team player who thrives in shared leadership. Our church is known for its deep community engagement and meaningful partnerships—and this role offers a unique opportunity to build new connections and discover fresh ways to share our gifts with the world around us.

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

While our congregation is primarily English-speaking, we are richly diverse in religious traditions, ethnic heritage, and cultural backgrounds. We seek an Associate Minister who honors this tapestry of experiences and affirms the individuality of each member. We expect our church leaders to embody and uphold a deep commitment to equality and respect across race, sex, gender identity, and sexual orientation—within our church family and in our engagement with the wider community.

**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. Strategically Creating the Future of God's Church**

With growth as a central goal, we seek to deepen our outreach and invite more people into relationship with God through vibrant ministries and meaningful engagement. In collaboration with the Senior Minister, we hope our Associate Minister will bring creativity and vision to exploring new ways of connecting with residents in Cheshire and neighboring communities—inviting them into the life and mission of our church.

### **2. Leading Faith Formation Effectively Across Generations**

Faith formation is a rich and evolving opportunity. The Associate Minister will foster a nurturing environment where spiritual growth is encouraged at every age. This includes designing thoughtful opportunities for exploration, leading innovative programs for youth and families, and co-creating educational experiences that speak to children, teens, adults, and elders alike.

### **3. Understanding Community Context and Navigating Change With A Community**

We envision our church as a hub of connection—a place where the wider community finds welcome, purpose, and belonging. As the church on the green, we are uniquely positioned to open our campus more fully to those around us. We look to our next Associate Minister to bring fresh insight into how we

might engage diverse populations and respond to the evolving spiritual and emotional needs of our neighbors.

**4. Understanding and Ministering to Stages of Human Development Across the Lifespan** We recognize that spiritual engagement looks different across generations. Younger members may seek worship and formation experiences that diverge from traditional models. We seek an Associate Minister who can lead with sensitivity and imagination—integrating emerging needs with the enduring values we cherish. We welcome a leader who thinks intergenerationally, honoring the distinct needs of each life stage while creating opportunities for shared growth and connection.

## 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.

Reclaiming Our Sacred Why: In a time of seismic change, we are choosing not to tinker with what used to be. Instead, we are anchoring ourselves in what must always be—love that never fails. We envision a spirit-led future rooted in faith, shaped by grace, and alive with possibility. A future where we worship deeply, grow faithfully, welcome radically, and live boldly.

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

Central Union Church is responding to God’s call by anchoring our ministry in “love that never fails,” as outlined in our multi-year strategic vision, “Reclaiming Our Sacred Why.” This vision guides us to worship deeply, grow faithfully, welcome radically, and live boldly.

#### Recent Experiments:

- 1. Alternative Worship Experiences:** We launched new worship expressions such as Jazz Vespers, Dinner Church, and the Service of Healing and Prayer. These initiatives aimed to deepen spiritual engagement and reach diverse groups. The result has been increased attendance and broader participation, especially among those seeking non-traditional worship settings. We also saw growth in volunteer worship leaders and musicians, strengthening our worship community.
- 2. Intergenerational Faith Formation:** We introduced Messy Church and expanded adult faith formation programs, including Bible studies and spiritual retreats. These experiments fostered greater participation across age groups and improved retention and engagement among youth and families. The creation of new small groups and spiritual growth opportunities has helped cultivate lifelong spiritual growth.

**Next Steps:** Building on these successes, our next steps include scaling up effective programs, deepening community partnerships, and continuing to reimagine ministries for all ages. We are committed to regular congregational listening sessions and ongoing evaluation to ensure our initiatives remain responsive to God’s call and the evolving needs of our community.

**Vision for the Future:** Our strategic plan envisions a future rooted in faith and possibility, where radical hospitality and living out Christ’s love are central. Through leadership development, outreach, and advocacy, we seek to create lasting impact—celebrating milestones and renewing our commitment to God’s purpose for our congregation.

## Congregation Reflections

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### We would describe our congregation’s life of faith as...

Central Union Church’s purpose is “to glorify God by making disciples of Jesus Christ—people who love God, love others, and live transformed lives through God’s love that never fails”. Membership vows and our mission statement affirm: “We Engage and Embrace ALL as we seek to Embody Christ”. In worship, God is described as steadfast, loving, and faithful; our liturgy emphasizes gratitude, praise, and God’s enduring love. The Holy Spirit is experienced as a creative, guiding, and empowering presence—moving us to prayer, service, and radical hospitality, and inspiring us to be compassionate, inclusive, and courageous in our Christian witness.

### Strengths or positive qualities of our congregation.

- **Radical hospitality:** We welcome and embrace all people, fostering a culture of belonging and inclusion.
- **Deep spiritual engagement:** Our worship and faith formation programs nurture lifelong growth and transformation.
- **Strong commitment to service:** Members actively serve the community through outreach, advocacy, and partnerships.
- **Diversity:** Our congregation is multi-generational, multi-cultural, and inclusive, reflecting the beauty of God’s human family.
- **Resilience and adaptability:** We respond creatively to challenges, continually evolving our ministries to meet changing needs.

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

A growing edge for Central Union Church is learning to use our limited and declining resources more effectively, so we can continue offering meaningful ministry in our community. We need to strengthen communication and engagement, deepen outreach, and develop new ways to connect and serve. By focusing on leadership development, creative stewardship, and strategic partnerships, we can maximize our impact and ensure our ministries remain vibrant and relevant, even as resources change.

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

Central Union Church offers a diverse range of weekly and regular worship services that speak to the many traditions, languages, and generations within our community. Our **7 a.m. Service** provides a quiet, reflective space led by our ministers in Atherton Chapel. The **9 a.m. Traditional service** in the Sanctuary brings together

multigenerational families with choir music, Scripture, and renewed youth participation. The **10 a.m. service on our Windward Campus** offers an intimate worship experience currently supported by guest pastors, with lively music and grounded in community and prayer. The **11 a.m. Contemporary service** features a live band and modern Christian music designed to engage young people, families, and the young-at-heart. We also provide an **11 a.m. Pohnpeian-language service** that nourishes the faith and fellowship of our Pohnpeian Ministry. Additionally, our **monthly Jazz Vespers service** welcomes newcomers and long-time seekers alike through contemplative worship shaped by jazz, poetry, and prayer.

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

Central Union Church’s faith formation vision is lifelong and intergenerational. We offer Godly Play for children, Youth Group for teens, and Messy Church for families —each fostering spiritual growth, creativity, and leadership. Young people lead in worship, service projects, and planning events. Adults continue forming faith through Bible studies, book studies, and small groups. Recently, Messy Church explored “God’s love in action,” inspiring families to serve together. These programs deepen relationships, encourage leadership, and nurture faith at every stage of life.

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

Central Union Church is organized with authority vested in its members, who elect a Council to oversee affairs, programs, and finances. Ministry and mission are carried out by strategic teams and committees, open to all members for participation. Decisions are communicated through annual and special meetings, regular reports, and open Council sessions. Committees are empowered to address specific needs and can be reorganized as needed. While our structure supports transparency and collaboration, we continue to strengthen shared vision and adapt to changing resources to fulfill our mission.

**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...**

During the COVID-19 pandemic, Central Union Church had to act quickly to adapt its ministries and support the community. When in-person worship was suspended in March 2020, church leaders—including the Senior Minister, Acting Senior Minister, and staff—rapidly launched online worship via Zoom and Facebook, and created virtual Bible studies and prayer groups. The Council and ministers coordinated safety protocols and communicated changes through emails and meetings. Key leaders included the Acting Senior Minister, and the Council, who guided the church through reopening, adapting ministries, and ensuring ongoing care for members and the wider community.

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

[🔗 Central Union Church Amended and Restated Bylaws – Adopted April 18, 2021 \(Effective 5.3.2021\) and Amended May 21, 2023\(2011780.1\).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:	250
NUMBER OF ACTIVE NON-MEMBERS:	1086
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	1336

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	65%
LESS THAN 10, MORE THAN 5 YEARS:	20%
LESS THAN 5 YEARS:	15%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	25
12-17	10
18-24	15
25-34	15
35-44	10
45-54	15
55-64	30
65-74	50
75+	50

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	10%
HOUSEHOLDS WITH MINORS:	10%
SINGLE ADULTS AGE 35-65:	30%
JOINT HOUSEHOLDS WITH NO MINORS:	35%
SINGLE ADULTS OVER 65:	15%

ARE THESE NUMBERS ESTIMATES?

Yes

**Education level of adult participants by percentage:**

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	10%
COLLEGE:	35%
GRADUATE SCHOOL:	40%
SPECIALTY TRAINING:	15%
OTHER EDUCATION LEVEL:	0%

**ARE THESE NUMBERS ESTIMATES?**

Yes

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

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

**ARE THESE NUMBERS ESTIMATES?**

No

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

Occupations within the congregation reflect that high level of education. Over 20% are in the field of education, an additional 20% see themselves as professionals (M.D., Ph.D., Architects, Engineers, Attorneys, etc.). Close to 13% own their own business. Over 10% are in management positions.

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

Caucasians make up the largest ethnic group (54%) at Central Union Church. Asians make up the second largest group (28%). Those who identify as "mixed race" make up 10%. Pohnpeians and other Pacific Islanders (including native Samoans and Hawaiians) make up the remaining 8%.

**What diversity means in our context?**

The congregation at Central Union Church reflects the diversity of the State of Hawai'i, at least in terms of its ethnic make-up.

**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**

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**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)	35	Ministers
Baptisms (number last year)	10	Ministers
Children's Groups or Classes	30	Children's Ministry Director
Christmas Eve and Easter Worship	800	Minister and Worship Staff
Church-wide Meals	100	Welcome & Engagement Ministry
Choirs and Music Groups	25	Music Staff
Church-based Bible Study	10	Ministers
Communion (served how often?)	200	Served monthly - Ministers and Deacons
Confirmation (number confirmed last year)	3	Youth Ministry Director
Funerals (number last year)	19	Ministers and Funeral Director
Intergenerational Groups	20	Faith Formation Staff
Prayer or Meditation Groups	20	Lay Members
Public Advocacy Work	0	Lay Leadership
Retreats	25	Women's Retreat Tea,
Weddings (number last year)	15	Ministers
Worship (digital / online / livestream)	30	Ministers, Staff, Lay Leaders
Young Adult Groups or Classes	20	Youngish Adult Ministry Team
Youth Groups or Classes	10	Youth Ministry Director

**Worship Times**

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
7AM - Honolulu	35	Worship Staff
9AM - Honolulu	125	Worship Staff
11AM - Honolulu	30	Worship Staff
11AM - Pohnpei Ministry	30	Pohnpei Ministry
10AM - Central Union Windward	15	CUW Ministry Team
Monthly Jazz Vespers	100	Ministers and Musicians
Quarterly Service of Healing and Prayer	10	Ministers

Additional comments:

**WEEKLY WORSHIP SERVICES**

**7 a.m.** - Atherton Memorial Chapel. The service usually lasts 40 minutes and is attended by a portion of congregation

**9 a.m.** - Sanctuary. The service usually lasts 60 minutes. Traditional in style.

**10 a.m.** - Windward Campus Sanctuary. Guest preachers, however, the Associate Minister will be the primary worship leader for this service.

**11 a.m.** - Held in the Parish Hall and is Contemporary in style. There is a live praise band.

**11 a.m.** Pohnpeian Service held in Atherton Memorial Chapel, this worship service is provided in the Pohnpeian language.

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 Dr George Scott	none	Community	School Chaplain	<input type="checkbox"/>
Rev. Dr. Will Whitmore	none	Community	School Chaplain	<input type="checkbox"/>
Kenneth Harding	none	Member in Discernment	Member in Discernment	<input type="checkbox"/>
Wp. Robinson Fredrick	none	Member in Discernment	Member in Discernment	<input type="checkbox"/>

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

*No response*

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Senior Minister	Yes	full	Church Council	18 months
Chief Operations Office (COO)	No	full	Senior Minister & Council	15 months
Comptroller	No	full	Church Council	1 month

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	412597
Total Income	7069127
Total	7481724

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

6432092

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.

*No response*

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
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered?

It is determined by the Church Council as part of our annual budgeting process.

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?

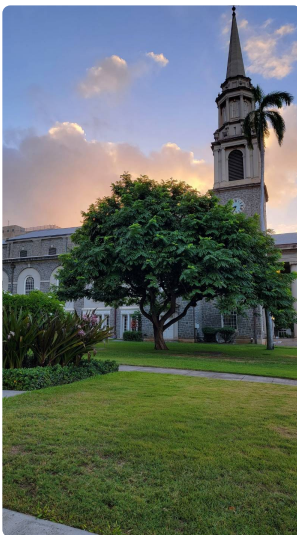
No

### Capital Campaigns

Description of any building programs projected or underway.

*No response*

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.

*No response*

Does your church have an endowment?

Yes

What is the market value of the assets?

9206986

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:

*No response*

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

*No response*

Please comment on the above calculations or estimates:

*No response*

Other Assets

*No response*

Reserves (savings):

*No response*

Investments (other than endowment):

*No response*

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

3500

How is the parsonage used?

Available for clergy housing

Street

314 Iliaina St

City

Kailua

State

HI

Zip

96734

Finished square footage:

624

Number of Bedrooms:

2

Number of Bathrooms:

1

Assessed real estate value:

*No response*

Available for minister residence?

Yes

Expected minister residence?

Yes

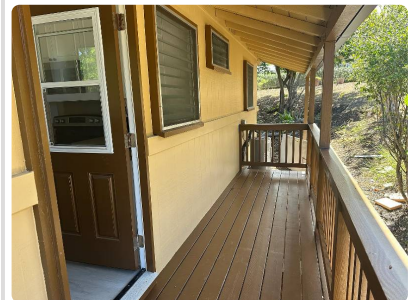
Condition of structure, systems and appliances

Excellent - updated and renovated in 2025

Entity in the church responsible for review and needed repairs

Buildings & Grounds Ministry

Parsonage pictures



Description of all buildings owned by the church:

*No response*

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

*No response*

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance  
Accessible parking spaces  
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)  
Access to child care spaces for wheelchair users and people with other mobility aids  
Large print bulletins  
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.)  
Accessible bathroom on each floor  
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All spaces are accessible, except the chancel and pulpit in the Atherton Memorial Chapel, the main sanctuary and the main sanctuary at Central Union Windward. The Central Union Windward parsonage/cottage is not accessible.

Policies regarding financial practices of the church:

*No response*

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

*No response*

## Historical Information

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

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

In-person worship services at Central Union Church were suspended in March of 2020 as occurred around much of the world. At the time Central Union Church had no online worship services. The immediate response was to create online worship via Zoom and Facebook, as well as online offerings of Bible Study, prayer groups and other small group gatherings. As the pandemic and its variants ebbed and flowed since 2020, Central Union Church instituted socially distanced Sunday services to respond to the pandemic's ever-changing safety protocols, in conjunction with the weekly online digital offerings.

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.

*No response*

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

*No response*

**Ministerial History:**

Name: Rev. A. Rushan Sinnaduray, Senior Minister      Years of service: 3      **UCC Standing**

Name: Rev. Mary Herbig, Associate Minister      Years of service: 7      **UCC Standing**

Name: Rev. Brandon Duran, Associate Minister & Acting Senior Minister      Years of service: 6      **UCC Standing**

Name: David C. Rivers, Senior Minister      Years of service: 6      **UCC Standing**

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

Over the years, Central Union has learned that the relationship between ministers and congregation is one of mutual trust, shared vision, and covenantal accountability. Our experience has shown us that healthy pastoral leadership helps us to live more fully into our mission of creating heaven on earth—but it also requires our active participation as lay leaders and members. We have learned that we flourish when ministerial leadership challenges us to grow, invites us into deeper discipleship, and equips us for ministry both within and beyond the church walls.

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

No

**Has your church been involved in a Situational Support Consultation?**

No

**Has a past pastor been the subject of a Fitness Review while at your church?**

No

**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.**

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

As the largest United Church of Christ congregation in Hawai'i, Central Union participates in meetings and activities connecting the wider UCC. Members of the congregation serve on the United Church of Christ Board, the Conference Board of Directors and other ministries of the Conference and Association. Our current Senior Minister has also served on the UCCB and as Moderator for General Synod. Central Union takes its UCC identity very seriously and values its covenantal relationships with all levels of the wider United Church of Christ.

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

*No response*

**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.**

*No response*

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

*No response*

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

*No response*

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.

*No response*

## 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.

*No response*

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.

*No response*

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

*No response*

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

When we talk to community leaders, they consistently say that Central Union Church is known as "the church that feeds people" because of our weekly Serving Aloha food distribution program which now feeds in excess of 900 households a week. Leaders also recognize us as a courageous voice for inclusion as a gathering place for the wider community—home to concerts, meals, and forums that bring neighbors together across differences. We are seen as a trusted partner, a safe and welcoming space, and a church that puts love into action.

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

When asked what first drew them in, new people at Central Union Church often name the preaching and our use of social media—online sermons, Facebook posts, and livestreams that made it easy to connect before ever walking through the doors. Once they arrive, many describe being struck by an overwhelming sense of welcome, saying that our hospitality feels genuine and immediate. Again and again, people cite our worship each week, as the reason they decide to stay.

## References

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*None contacted yet*

## Closing Prayer

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God who sets us on a journey to discover, dream and grow,  
lead us as you led your people in the desert long ago;  
journey inward, journey outward, stir the spirit, stretch the mind;  
love for god and self and neighbour marks the way that Christ defined.  
Exploration brings new insights, changes, choices we must face;  
give us wisdom in deciding, mindful always of your grace;  
should we stumble, lose our bearings, find it hard to know what's right,  
we regain our true direction focused on the Jesus-light.  
- Joy Dine (1937 - 2001)

## 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.*

Senior Minister

Associate Minister Search Committee

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

At Central Union Church, Associate and Assistant Ministers share in the duties of ministerial office as may be determined by the Senior Minister with advice of the Diaconate and are nominated, hired and supervised by the Senior Minister, subject to the approval of the Church Council.