UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Kapaa United Church of Christ
Kapaa, HI

Settled Minister

Hawaii Conference United Church of Christ]

[March 23, 2021]

LOCAL CHURCH PROFILE CONTENTS

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"God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work."
(2 Corinthians 9:8)

UNITED CHURCH OF CHRIST

1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: **Kapa'a United Church of Christ**
Street address: **1315 Ulu Street, Kapa'a, Hawaii 96746**
Mailing address: **P O Box 218, Kapaa, HI 96746**
Email: **kucc1315@outlook.com**

Supplemental web links: **Kapaa United Church of Christ private group Facebook**

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

Conference: **Hawaii Conference United Church of Christ**
Association: **Kaua'i Association United Church of Christ**
UCC Conference or Association Staff Contact Person:
Dorothy Lester, Association Staff Contact – 808-563-0295 dlester@hcucc.org
Lori Yamashiro, Office Coordinator, Search and Call 808-791-5645 lyamashiro@hcucc.org

Summary Ministry Description:
In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

After a settled Pastor of 14 years, we are in a period of exploring who we are and where God is leading us. We adopted a vision of being a light to the community and in the past year have been expanding the usage of our facilities to the community. We are looking for guidance to help us imagine and explore other ways that we can be that light.

Since February 2020 we were blessed by the guidance of Rev Dr. James Fung who first served as our visiting pastor then agreed to serve as our Interim Minister as of October 2020. He has provided our faith community with both spiritual and administrative leadership to guide our path

as we navigate the multitude of fiscal and legal responsibilities required of maintaining our campus and assets. We enjoy his spiritually uplifting messages fully grounded in theology and delivered in a thought provoking, engaging and gentle manner.

We are seeking the best leader for our church, "a leader who has core competencies to lead our Church into the future that God has in store for us. We are searching for a person of faith, an articulate and theologically grounded preacher and speaker, an innovator who leads with clarity and purpose, someone with convictions and vision and demonstrated competencies to help point the way into the future for Kapa'a UCC."

We are seeking a Pastor who we can share our dreams, prayers, and hopes for what Christ has in store for us.

As a church family, we offer friendship, respect, and ultimately love as we seek unity in Christ.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.




joy
love



What we value about living in our area *(2 – 3 sentences)*:
Our church is in the heart of Kapa'a town and we value the opportunity to be the light of Christ in our community. We have the highest residency of all the towns on Kauai, but it remains a small rural, diverse ethnicity community made up long-time residents born and raised on Kauai or in the state of Hawaii, kamaaina's, who come from out of state but now call Kauai home, part time residents who live here 1-6 months out of the year and tourists.

Current size of membership: **103**
30 – 40 actively attending church services, with other members who are not regular attendees.

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

Position Title: **Settled Pastor**

Position Duration:

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association.

Compensation Level *(choose one, delete the other options listed)*:

Full Time

Does the total support package meet conference compensation guidelines? **Yes**

1b. SCOPE OF WORK - **Responsibilities and duties**:

Full range of pastoral duties and responsibilities, such as.

- **Be the Spiritual Leader to inspire, challenge, comfort, lead, and grow congregants towards maturity in their faith, knowledge of the Word and daily walk with God.**
- **Lead and preach in the congregation's worship service.**
- **Provide administrative guidance and insight on church business and church staff.**
- **Provide administrative guidance to the congregation's governing body and its program committees.**
- **Oversee the preparation of worship bulletin and newsletter.**
- **Visit members who are hospitalized, homebound, and nursing facility residents.**
- **Conduct funerals for members and friends of the congregation.**
- **Officiate at weddings for members and friends of the congregation.**
- **Provide counseling and make appropriate referrals.**
- **Teach confirmation/new member class for youths and adults.**
- **Maintain a collegial relationship with the area clergy association.**
- **Maintain and make priority his/her own spiritual growth, development and daily walk with God.**

The Congregation shall:

- **Function as the "Body of Christ," making visits to worship guests, members in hospitals, nursing facilities, homebound, and inactive members.**
- **Maintain education, mission, music, and other ministries of the congregation.**
- **Support the programs and mission of the congregation.**

Core Competencies:

Interpersonal skills – ability to relate to people who come from different walks of life, culture, backgrounds, experiences – and make them feel valuable and loved and empowered, able to speak hard truths when necessary, to not shy away or avoid conflict, able to show weakness, or emotional truths/vulnerability that make us human yet still loved and precious in God's sight.

Flexibility and adaptability – able to critically assess ongoing doings and challenges of the congregation, community, and/or world that may not be effective or efficient for today, to raise key questions to help us identify or discover our realities, then to articulate options or pathways forward that could shape a more effective outcome, experience, or light to the world. Able to move and groove as needed for efficient outcomes. Not stuck in the past but responsive to the present.

Collaborative Learner – able to work alongside others to learn and accomplish new things, not afraid to say I do not know how to do that or what the answer is to that but open to learning another way and/or perspective and if needed, able to get into the trenches with the team to learn it, figure it out and create solutions.

1c. COMPENSATION AND SUPPORT

Salary Basis- **$60,000/negotiable. Includes a housing allowance of $24,000 per year.**

Benefits *provided*:
Parsonage or Housing allowance, medical, and dental insurance, yearly car allowance, annuity, workmen's compensation/TDI, moving costs.

Equipment provided: **cell phone, laptop.**

What is the expected living situation for your next minister?
Housing allowance will be provided to allow Pastor choice of living arrangement.

State any incentives *(e.g., school debt reduction or retention bonus after a certain number of years in position)*:

Describe peer and professional supports available for ministers in your association/conference:

- **Hawaii Conference United Church of Christ –Associate Conference Minister assigned to Kauai Association.**
- **Kauai Association United Church of Christ – Church and Ministry committee, Pastor's meet once a month.**

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

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

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

We would like the pastor to work with us as we discover who we are now and possibilities to consider for our tomorrows. We know change is imminent because we have not grown but shrunk in size in the last 10 years. There is a severe age gap in who attends church regularly. How do we make church relevant for all ages? How do we go deeper into our faith call? How do we serve our community more effectively with the resources we have? If we are made new in Christ, then what does a new wineskin look like in 2021+? We are looking for a pastor to help us explore more deeply, our structure, our processes, our knowledge of scriptures and its implications to how we live out our lives as individuals and as a church community, and to work with us to shape our pathways forward, to help us imagine and dream then live out new possibilities to be a light to our world, our community.

Our present consensus is that "We're a friendly, welcoming church." But we also need spiritual leadership to help us develop a strong spirit-driven core of leaders and members with a strong foundation in the Word through a variety of study groups where thoughtful views of the biblical text and its implications to our lives can be safely explored Our Interim Pastor has begun this process through "Growth Groups," a first for our church.

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

For the past 3 years, we have used our vision statement "to be God's beacon of light and love for a peaceful world, welcoming all with aloha and joy" as our guiding mission statement. We like the image of being Christ's light in our community. We envision using our facilities for community use as one way to be a light in Kapaa and have been working to fix up our facilities so this can be so. But there are so many other implications of being Christ's light individually and collectively and we are looking to our Pastor to help us more clearly flesh out, name, and define what God might be saying of how this can be so; to provide leadership and guidance or resources to help us imagine and articulate what dreams and hopes and possibilities God is placing in our hearts and in our path.

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

English speaking congregation.

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

Fully committed to the life and community of KUCC and Kaua'i. To embrace this community of faith and the unique culture and history that go with it, committed to learning and discovering with us, all that God is calling us to be through work, play, worship, food, as well as painful conflicts, struggles, disagreements, and losses, and to provide the needed pastoral leadership appropriate for KUCC to grow in faith and be God's amazing light to the world.

To speak thoughtfully of current events as it relates to our faith journey, not in a way that makes us feel guilty or pressured to act, but with thoughtful insight so the spirit of God can move and call us to respond in ways that are fitting for our lives and way of life *at this time in our lives.* Standing up for justice is a personal choice and how we do it has to come from within, from God who is speaking to us individually which may not always look like what the world is doing or what a pastor or church expects. We do not want to be told what to do and how to act unless of course it is unsafe, unlawful, and unloving. But to avoid current events or obvious disturbing situations within the church, our community, nation, or world like it does not exist or pertain to our faith walk (which has been the case in the past) is also not healthy in our walk with God.

To walk the talk in humility. We want a pastor who is able to freely live their passions as moved by God as a testament of how much God wants our lives to be fulfilling and wholly lived out. Then to find ways to connect to the congregation to open pathways to a broader understanding of God's inclusive love if called for, so it brings people with you towards Gods love rather than away from you in alienation, division, conflict, etc.…

To have a healthy sense of self. To live knowing that God knows our flaws and is constantly shaping us into the vessel God envisions for our lives which is often flawed, imperfect; to own our truths by not making excuses for our lives; able to laugh at ourselves, at God who surprises us; to be able to receive love as much as it is important to give love; and to be okay to show weakness, vulnerability, emotion knowing that God is shaping us to see and love our true selves that is often imperfect and afraid and sometimes too proud.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS o Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences. o Living in relationships of covenantal accountability with God and the Church. o Exhibiting strong moral character and personal integrity. o Respecting the dignity of all God's people. o Understanding and ministering to stages of human development across the life span. o Demonstrating excellent communication skills.

2. WHO IS GOD CALLING US TO BECOME?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

MISSION STATEMENT

The Kapaa United Church of Christ, a gathering of persons of diverse backgrounds with a common focus on God and God's Son, Jesus Christ, having accepted Jesus as Lord and Savior, or seeking an understanding of the Christian faith, strives to fulfill its mission joyfully and seriously in:

- Enabling one another to learn, discover, and accept God's will and love as contained in the Holy Scriptures;
- Providing an opportunity for all to grow in faith and commitment to God;
- Sharing and extending God's love and compassion within and beyond;
- Welcoming and accepting all persons who enter our fellowship as unique children of God, who are full of potential and capable of being channels of God's love;
- Living our lives guided by a hopeful vision of God's renewing, redeeming and reconciling love.

VISION STATEMENT

God's beacon of light and love for a peaceful world,
welcoming all with aloha and joy.

Who is God calling you to become as a congregation?

To be open and responsive to God's movement in the life of KUCC that may be different than what was in its 100-year existence and always, to help each other, to hold our relationship to each other with utmost respect and care and love as we change and mold and become the new wineskin God imagines for us.

In 2018, with brand new leadership in place, we invited Pastor Robb Kojima of Wailuku Union Church to help us begin the process of discerning and defining more clearly what God is calling us to become. With his help, using our Mission and Vision statement, he led us through various discussions and breakout groups and helped us to formulate the following.

KUCC's mission is to be God's beacon of light.
• visible to the community
• living provocative lives of faith
• has truth on living with life's issues

KUCC's mission is to be God's beacon of love.
• place of acceptance
• place of healing
• place of caring

KUCC Mission is to participate in God's work for peace in the world.
• doing Jesus' work for reconciliation
• being people of mercy and grace
• having hope for transformed lives

KUCC mission is to be Welcoming all with aloha and joy.
• to visitors
• locals
• outcasts

We agreed to his recommendation of Mathew 5:14-16 as the scripture to link our mission and vision statement to because there is a reaching into the community component with the beacon that connect people to God that evoked the best image of our Mission and Vision statement.

Matthew 5:14-16
14 "You are the light of the world. A city built on a hill cannot be hid. 15 No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. 16 In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.

Several months prior to this meeting, we held meetings with the congregation to determine our top core values for KUCC which we shared with Pastor Robb. He then took these core values and all the comments and images shared of our mission and vision statement at our gathering and drafted the following:

Images of the Church
1. Enriching Family Life

2. Church's Common Life
+Fostering relationships of care and support
+Welcoming and affirming
+Stewardship of Building and Grounds

3. Children and Youth
+Intentional
+Inclusive

4. Faithfulness
+Christian Education
+Following God's will (discernment)

5. Creativity/Innovation (willingness to do something new/other ways) +Worship.
+Programs

6. Church's involvement in the Community
+Caring for with the people in the Community.

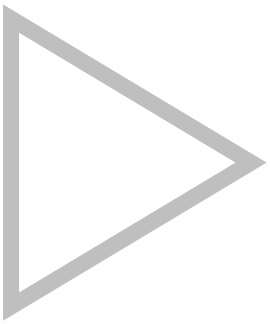
He encouraged us to continue to meet as a church and hear what comments or affirmations or concerns were raised. He encouraged our Pastor to preach about the images and scriptures we spoke of at the meeting, to meet over coffee and to work towards broad agreements on these statements. Unfortunately, no further actions or meetings occurred. We would very much like to continue this conversation with our new pastor.

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

We have always been a congregation that proclaims to not know the bible well and have not made bible study an integral practice as a congregation. Currently, our interim pastor is grooming leaders to lead small group study/reflection where more intimate conversations of our spiritual journey can happen. For the first time ever in the history of KUCC, over 75% of church attendees participated in the inaugural 4-week Advent "growth groups". A total of five leaders led groups of 4-7 people. Goal is to build more leaders to lead ongoing small groups that may or may not always be a bible study but places where support and/or conversations/reflections is more applicable (i.e.: support group of persons caring for elderly parents) and become a more practical secondary route to worship service and found in KUCC.

We are opening our facility for use by the community at little or no cost. We have always allowed several AAA groups to use our facility at no charge for decades. But now we are offering it for exercise classes including a low impact type classes for elderly, Driver's Ed classes, Hula classes, and a place for a Christian Youth Band not affiliated with KUCC to hold practice sessions. We are preparing our kitchen for commercial kitchen certification (limited use permit) in hopes of having other persons or groups use it and possibly, KUCC mission outreach.

3. WHO ARE WE NOW?



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

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

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

How is God described in worship liturgy?

Our spiritual guide, holy presence, God of Grace and Glory, thou in whom we live and move and have our being, creator, sustainer, friend, comforter.

In what ways would you describe the Holy Spirit in our midst?

The presence and power of the spirit of God that nudges us, empowers us, challenges us, and encourages us to step out in faith.

Describe several strengths or positive qualities of your congregation.

We are a loving community who welcomes visitors with Aloha. People tell us frequently that the warm welcome is what drew them to KUCC.

Although we are small, we are blessed to have a core group of members and friends who are committed to maintain building and grounds, doing and maintaining God's work through KUCC.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

We encourage and welcome congregants especially children, to share talents during worship (coordinated with the diaconate committee). Congregants of all ages have shared song, interpretive dance, ukulele, piano, stories, testimonials or inspirational utube videos as expressions of their faith.

The diaconate works with the pastor regarding worship but for the most part, we entrust worship to the leadership and creative direction of the pastor. The congregation has always been open to exploring new ways of worship so it is meaningful and effective for most ages (as children often must sit in worship too).

We seek a healthy, collaborative relationship between the pastor and the congregation where the pastor seeks ongoing input and feedback from the congregants and visa versa so worship is meaningful in ways that both the congregation and pastor can best respond to God.

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

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

We are a small church with just 4 youth. Covid has temporarily shut down our 1-class Sunday School. However, these children (including those who are now adults) have been nurtured and befriended by all the adults (especially the 80+ year old aunties and uncles of the church) in some way or form over the years. We support and encourage our youth whether it is their activities in school or after school, fundraisers, and UCC youth camps or gatherings.

When our pianist resigned 2+ years ago, we asked one youth to be our piano accompanist for 1 service every month. Today her skills have matured exponentially and her confidence evident. Another youth who is shy/reserved has become a regular lay reader since 2018. Today at 14 years old, her voice at the podium is clear, loud, and steady. Another youth helps with lighting the alter candles. His mother tells us, he pushes her to not be late at church on his day to light candles. A sign of responsibility every youth needs in the world today.

***Our move to involve our youth in our worship happened because we did not have adult volunteers to fill all the duties needed for weekly worship. It was a solution to a problem. But in hindsight, God is showing us that we are to be open and responsive to different ways of responding to challenges that arise in the life of a church so God can make us into the new wineskin God imagined for us that we often fail to see ourselves.**

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

Our bylaws require a Council, made up of officers and various committee heads that meet once a month to report on ongoing areas of responsibility. Committees are accountable for their budgeted expenses and programs. Anything outside of the budget or programs is presented to the council for vote. Any large issues pertaining to the future of the church are presented to the congregation for discussion and vote. Most committee's meet once a month or as needed.

Urgent and time sensitive issues are communicated via email, text, and telephone and if needed Zoom meetings.

Plans are to redesign the requirements in the bylaws as the structure is not suitable for a small sized church as ours. We are unable to fill all committee and officer positions and volunteers hold multiple positions and multiple tenures which is not healthy and a threat to our 501C status.

When it comes to decision-making, how many hours are spent in meetings per month?

7-10 hours per month

Think of a time when action had to be taken quickly, for example, when a crisis or disaster occurred. How was that accomplished.

When Covid struck in March 2020, our regular pastor had recently resigned, and we were operating on a pulpit supply calendar. When Covid restrictions allowed us to reopen worship services at the end of May, our Moderator opened multiple meetings of the council and all interested members to Zoom meetings as many decisions were needed to open worship safely. Many meetings were held, including many texts and emails. We announced our plans to the members through our monthly newsletter and phone calls.

We opened worship on June 14th with the recommendations of the diaconate and Kahu Jim, our pulpit supply pastor, to a reduced worship of 30 minutes, piano accompaniment of 2 hymns of 2 verses only for meditation with no singing, a self-drop stationary offertory basket and pre-packaged individual communion packets purchased online. As a council we set up temperature checks, sign in requirements and protocol to contact tracing if needed, set up a restricted seating arrangement to social distance and purchased janitorial cleaning equipment and a cleaning schedule to ensure safety and exposure to the virus.

Kahu Jim our interim pastor provided valuable guidance and insight when we seemed at loss of next steps or multiple challenges that dwarfed our processes and ability to get to solutions. He did not control our conversations or decisions but simply stepped in with recommendations and insights when he saw us needing guidance or a perspective to get us back on track. We have come to respect his wisdom and experiences to guide our way forward into our new and uncertain future.

Can you provide the next minister with a copy of an organization structure, bylaws, and/or annual report to further explain the patterns of the church's activity and governance?

Yes – Will provide an attachment of the bylaws, annual report.

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

UNITED CHURCH OF CHRIST

ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

God is still speaking, UNITED CHURCH OF CHRIST

Church#: 140340

Assoc: 188 **Schedule:** 0 Kapaa United Church of Christ Kapaa HI 96746

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2009	122	80	11	0	0	0	1	0	-1
2010	122	80	11	0	0	0	0	0	0
2011	125	70	17	2	0	0	2	0	0
2012	124	59	22	0	0	0	1	0	-1
2013	124	59	22	0	0	0	0	0	0
2014	115	47	17	0	1	0	3	7	-9
2015	114	47	66	0	4	0	5	0	-1
2016	114	53	66	0	0	3	3	0	0
2017	114	53	66	0	0	0	0	0	0
2018	112	55	14	0	0	0	2	0	-2
2019	109	35	6	3	0	0	1	5	-3

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2009	$102,879	$0	$10,000	$2,670	$12,670	$8,084	$20,754	9.72	$123,633	$107,568
2010	$102,879	$0	$10,000	$5,286	$15,286	$0	$15,286	9.72	$118,165	$0
2011	$103,187	$0	$9,000	$16,734	$25,734	$1,569	$27,303	8.72	$130,490	$83,443
2012	$109,342	$0	$9,000	$3,287	$12,287	$1,451	$13,738	8.23	$123,080	$113,041
2013	$109,342	$0	$9,000	$2,310	$11,310	$0	$11,310	8.23	$120,652	$0
2014	$33,270	$0	$9,000	$2,587	$11,587	$33,809	$45,396	27.05	$78,666	$72,213
2015	$33,270	$0	$9,000	$1,769	$10,769	$0	$10,769	27.05	$44,039	$103,187
2016	$33,270	$0	$9,000	$1,364	$10,364	$0	$10,364	27.05	$43,634	$60,000
2017	$33,270	$0	$9,000	$1,535	$10,535	$0	$10,535	27.05	$43,805	$0
2018	$154,195	$0	$6,750	$1,350	$8,100	$0	$8,100	4.38	$162,295	$55,885
2019	$150,685	$112,951	$9,000	$2,710	$11,710	$1,941	$13,651	5.97	$164,336	$140,736

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-5.22	-25.53	-64.71	200.00	-40.00	352.92	1.06	108.90
2009-2019	-10.66	-56.25	-45.45	0.00	500.00	46.47	-7.58	32.92

Please note: Zero values (\"0\" or \"$0\") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

The QuickInsite Report

Prepared for:	Local Church Ministries of the Natl Office UCC (United Church of Christ)
Study area:	5 mi Around 315 Ulu Street, Kapa'a, Hawaii 96746, United States

Base State:	HI
Current Year Estimate:	2020
5 Year Projection:	2025
10 Year Forecast:	2030
Date:	2/3/2021
Semi-Annual Projection:	Summer

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

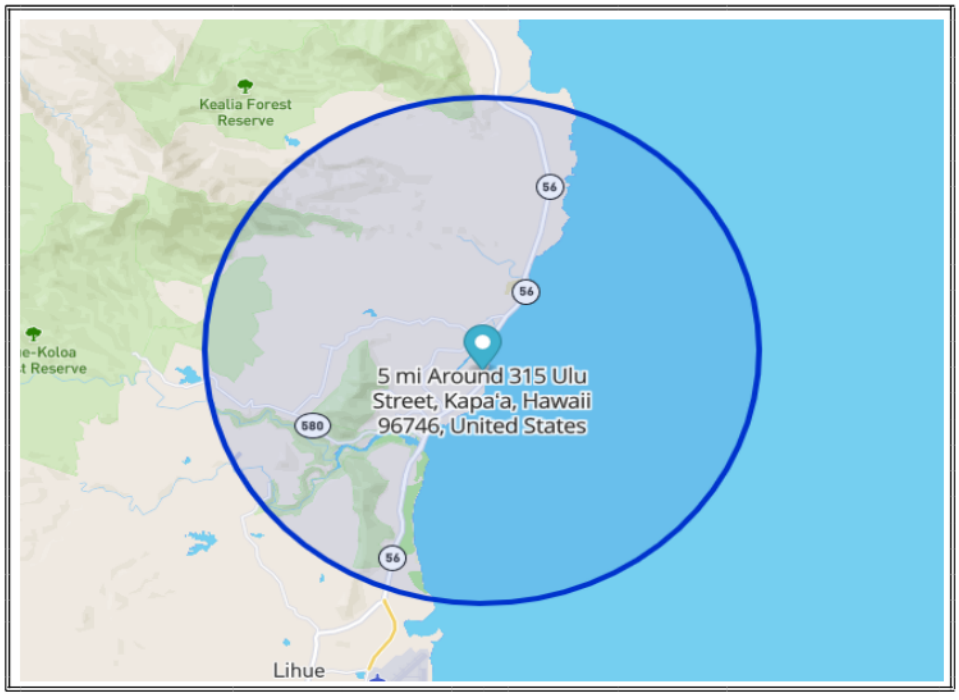
Two Sections

Two reports are provided on the following pages.

- The StoryView Report presents 9 demographic indicators of your study area.
- The ThemeView Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

1	**Population Change** In the 10 year future, how is this area expected to change? (See Population and Families Theme)	Significant Decline	Moderate Decline	Little Change	**Moderate Growth**	Significant Growth
2	**School Age Change** In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	Little Change	**Moderate Increase**	Significant Increase
3	**Families with Children** Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Theme)	Significantly Less	Somewhat Less	**About the Same**	Somewhat More	Significantly More
4	**Adult Educational Attainment** For this area, what is the general level of education of the adults 25 and older? (See Education and Career Status Theme)	Very Low	Low	Mixed	**High**	Very High
5	**Community Diversity Index** How diverse is the racial/ethnic mix of this area? (See Community Diversity Theme)	Very Homogeneous	Homgeneous	Moderately Diverse	**Very Diverse**	Extremely Diverse
6	**Median Family Income** How does the median family income compare to the state for this area? (See Financial Resources Theme)	Significantly Less	Somewhat Less	**About the Same**	Somewhat Greater	Significantly Greater
7	**Poverty** Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	Significantly Below	Somewhat Below	**About the Same**	Somewhat Above	Significantly Above
8	**Blue to White Collar Occupations** On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	**Closely Split**	Somewhat White	Very White Collar
9	**Largest Racial/Ethnic Group** In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	**White (NH)**	Hispanic or Latino	Pac Is/Amer Ind/Other

ThemeView

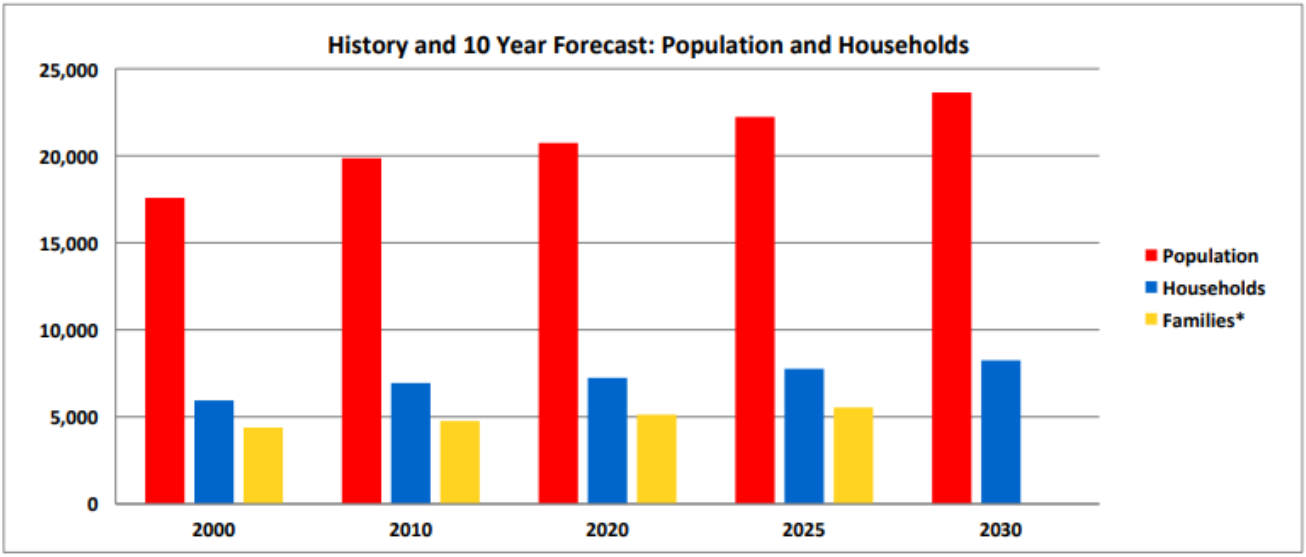
Demographic Descriptions of the Study Area

Study area: 5 mi Around 315 Ulu Street, Kapa'a, Hawaii 96746, United States Date: 2/3/2021

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change



NOTE: Family Household data is not projected out 10 years.

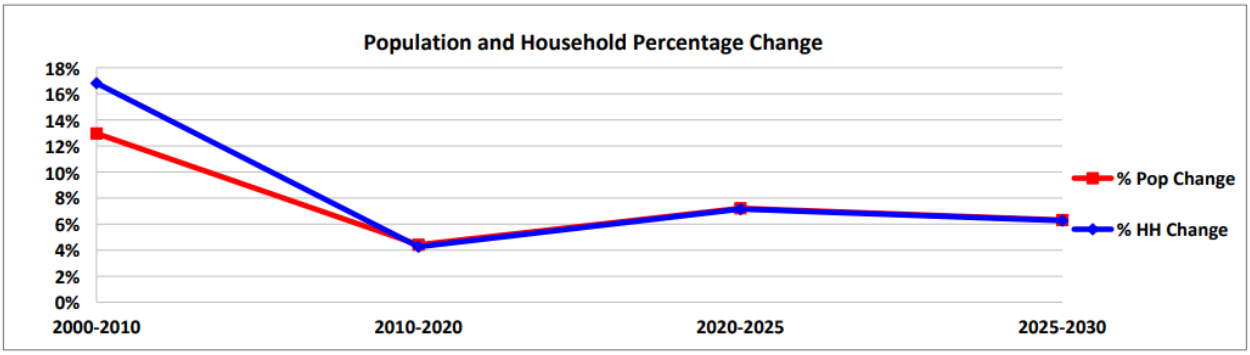
Population, Households & Families	2000	2010	2020	2025	2030
Population	17,582	19,860	20,737	22,233	23,637
Population Change		2,278	877	1,496	1,404
Percent Change		13.0%	4.4%	7.2%	6.3%
Households	5,946	6,946	7,242	7,760	8,246
Households Change		1,000	296	518	0
Percent Change		16.8%	4.3%	7.2%	0.0%
Population / Households	2.96	2.86	2.86	2.87	2.87
Population / Households Change		-0.10	0.00	0.00	0.00
Percent Change		-3.3%	0.1%	0.1%	0.0%
Family Households	4,386	4,762	5,129	5,537	
Family Households Change		376	367	408	
Percent Change		8.6%	7.7%	8.0%	

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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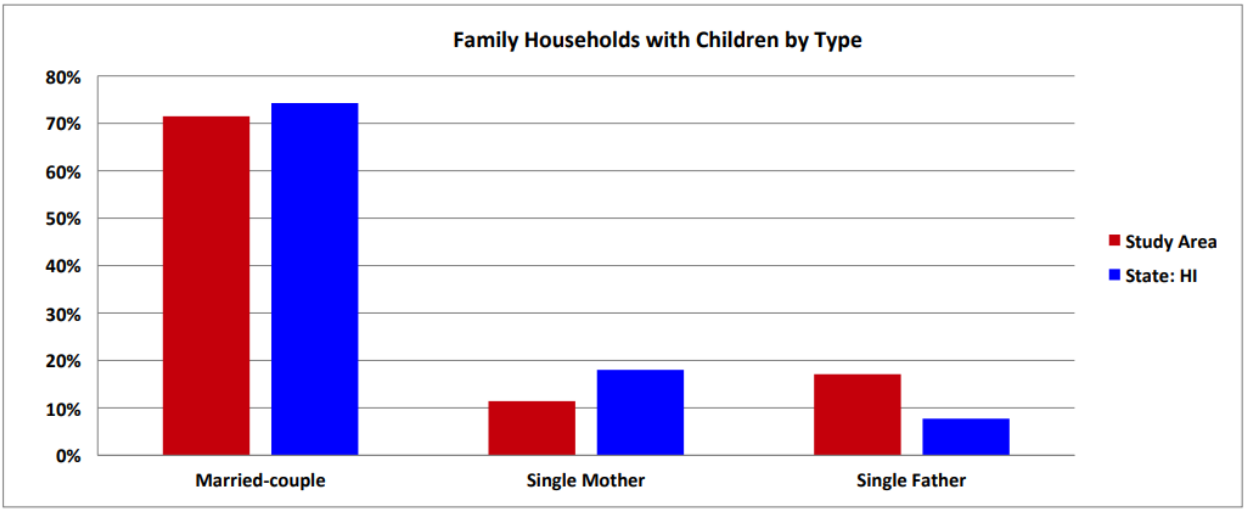
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2025	Percent of all Hhlds by Year			2010 to 2025 %
	2010	2020	2025	Change	2010%	2020%	2025%	Change
Family: Married-couple	1,520	1,221	1,275	-245	63.5%	71.5%	71.8%	8.3%
Family: Single Mother	567	195	175	-392	23.7%	11.4%	9.9%	-13.8%
Family: Single Father	308	292	326	18	12.9%	17.1%	18.4%	5.5%
Total:	**2,395**	**1,708**	**1,776**	**-619**	**100.0%**	**100.0%**	**100.0%**	

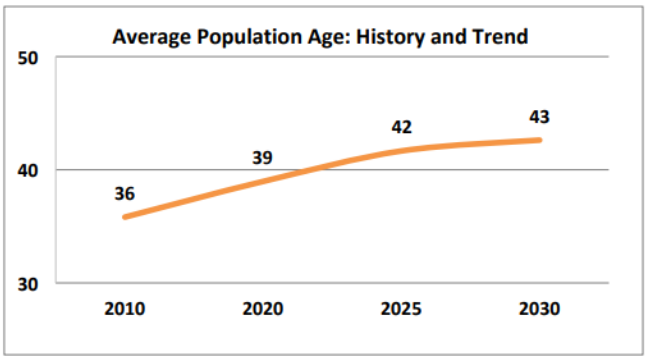
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

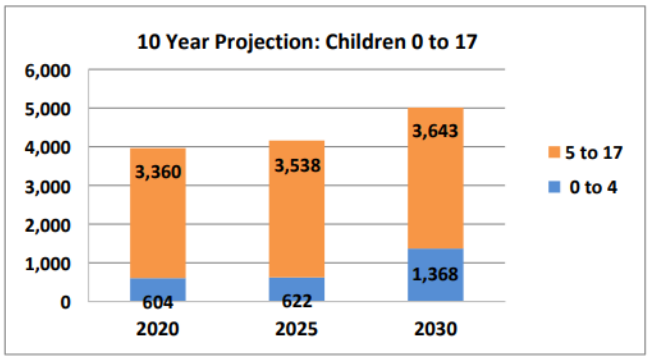
Page 4

Age Theme

10 Year Average Age and Children 0 to 17 Trends

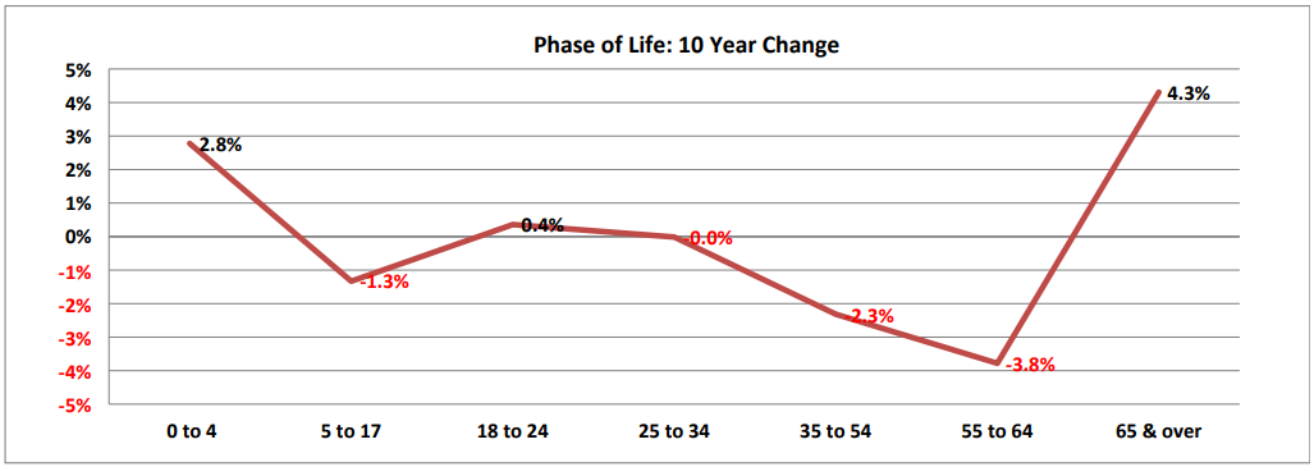
The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.





Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2020	2025	2030	2010%	2020%	2025%	2030%
Before Formal Schooling: 0 to 4	1,300	604	622	1,368	6.5%	3.0%	2.9%	5.8%
Required Formal Schooling: 5 to 17	3,246	3,360	3,538	3,643	16.3%	16.7%	16.4%	15.4%
College/Career Starts: 18 to 24	1,505	1,648	1,866	2,026	7.6%	8.2%	8.7%	8.6%
Singles & Young Families: 25 to 34	2,489	2,289	2,500	2,693	12.5%	11.4%	11.6%	11.4%
Families & Empty Nesters: 35 to 54	5,593	4,865	4,882	5,183	28.2%	24.2%	22.7%	21.9%
Enrichment Yrs Singles/Cpls: 55 to 64	3,117	2,950	2,772	2,581	15.7%	14.7%	12.9%	10.9%
Retirement Opportunities: 65 & over	2,610	4,350	5,366	6,142	13.1%	21.7%	24.9%	26.0%
Total:	**19,860**	**20,066**	**21,546**	**23,636**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

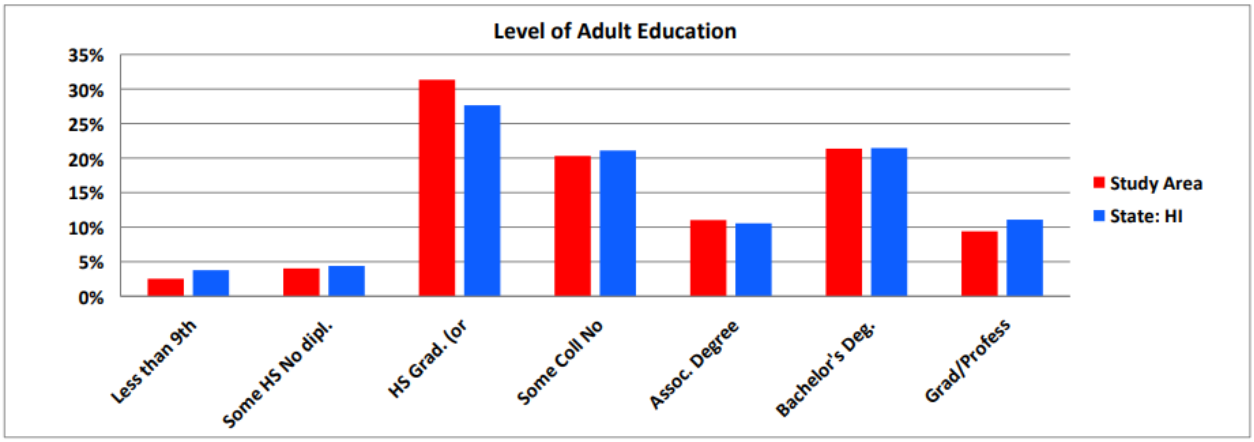
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

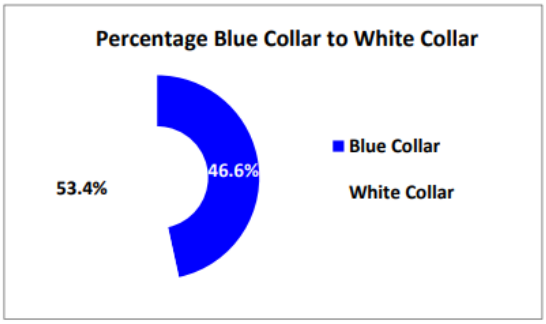
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of HI



Education Level of Adults 18 Years and Older	Actual Hhlds by Year 2020	2025	2020 to 2025 Change	Percent of all Hhlds by Year 2020%	2025%	2020 to 2025 % Change
Less than 9th Grade	366	410	44	2.5%	2.6%	0.1%
Some High School, No diploma	582	641	59	4.0%	4.1%	0.1%
High School Graduate (or GED)	4,531	4,963	432	31.3%	32.0%	0.6%
Some College, No degree	2,936	3,025	89	20.3%	19.5%	-0.8%
Associate Degree	1,594	1,675	81	11.0%	10.8%	-0.2%
Bachelor's Degree	3,088	3,285	197	21.4%	21.2%	-0.2%
Graduate or Professional school degree	1,358	1,521	163	9.4%	9.8%	0.4%
Total:	**14,455**	**15,520**	**1,065**	**100.0%**	**100.0%**	

Career Types: Blue Collar and White Collar



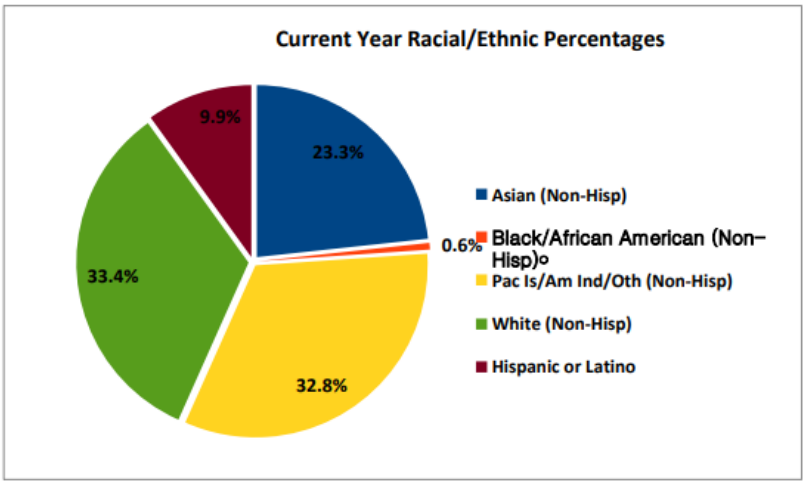
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

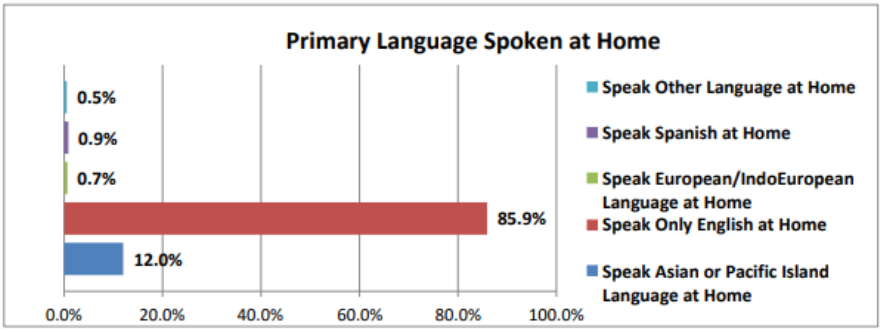
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

Racial/Ethnicity by Year	Actual Population by Year			2010 to 2025 Change	Percent of all Pop by Year			2010 to 2025 % Change
	2010	2020	2025		2010%	2020%	2025%	
Asian (Non-Hisp)	4,687	4,830	5,151	464	23.6%	23.3%	23.2%	-0.4%
Black/African American (Non-Hisp)	81	129	136	55	0.4%	0.6%	0.6%	0.2%
White (Non-Hisp)	6,444	6,922	7,383	939	32.4%	33.4%	33.2%	0.8%
Hispanic or Latino	2,063	2,061	2,209	146	10.4%	9.9%	9.9%	-0.5%
Pac Is/Am Ind/Oth (Non-Hisp)	6,585	6,794	7,355	770	33.2%	32.8%	33.1%	-0.1%
Total:	**19,860**	**20,736**	**22,234**	**2,374**	**100.0%**	**100.0%**	**100.0%**	



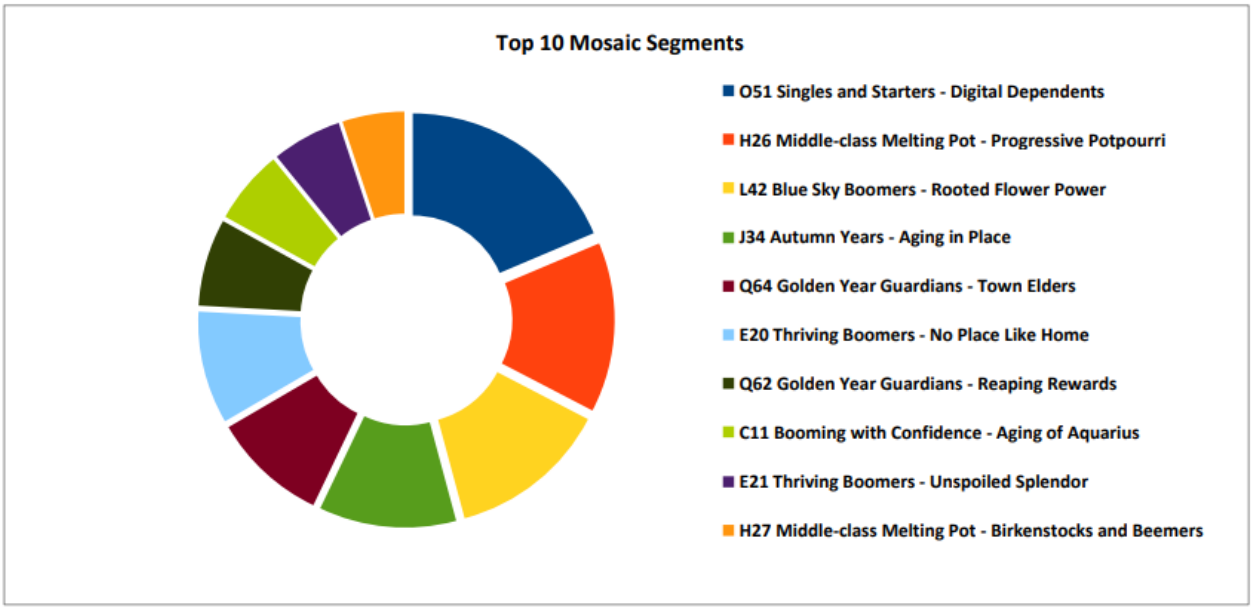
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



Mosaic	Study Area		State		Comparative Index
O51 Singles and Starters - Digital Dependents	953	13.2%	20,527	4.3%	308
H26 Middle-class Melting Pot - Progressive Potpourri	717	9.9%	32,278	6.7%	147
L42 Blue Sky Boomers - Rooted Flower Power	675	9.3%	14,368	3.0%	312
J34 Autumn Years - Aging in Place	578	8.0%	11,594	2.4%	331
Q64 Golden Year Guardians - Town Elders	485	6.7%	15,475	3.2%	208
E20 Thriving Boomers - No Place Like Home	475	6.6%	6,086	1.3%	518
Q62 Golden Year Guardians - Reaping Rewards	368	5.1%	18,612	3.9%	131
C11 Booming with Confidence - Aging of Aquarius	312	4.3%	11,777	2.5%	176
E21 Thriving Boomers - Unspoiled Splendor	294	4.1%	4,523	0.9%	431
H27 Middle-class Melting Pot - Birkenstocks and Beemers	261	3.6%	4,388	0.9%	395
	5,118		**139,628**		

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

Mosaic USA E-Handbook by Experian (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

How to Read and Understand a Mosaic Portrait - Video

Understanding Mosaic Portraits for Mission Planning - Video

Faith based clients: To access the Mosaic application guide click on:

Mission Impact Mosaic Application Guide by Bandy (To open in a new Tab hold Control key when you click on the link)

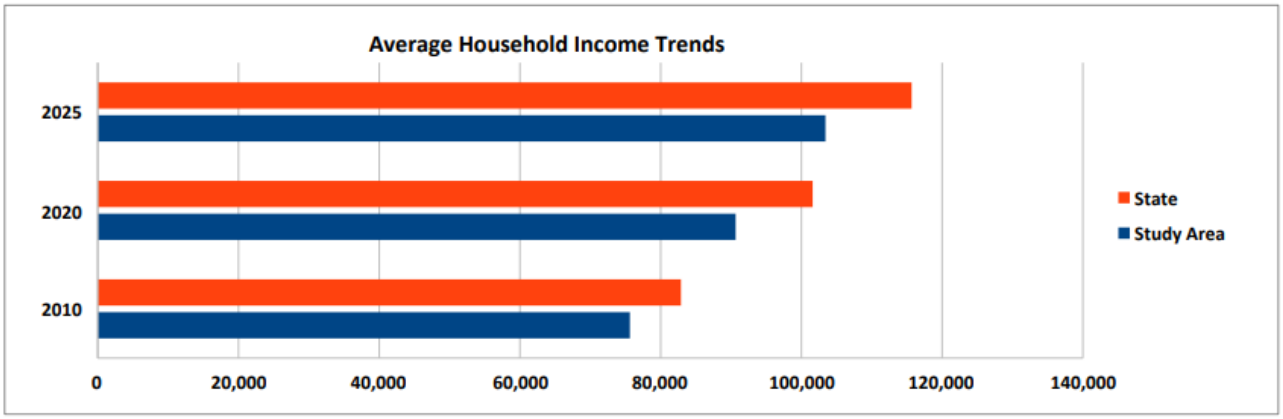
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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Financial Resources Theme

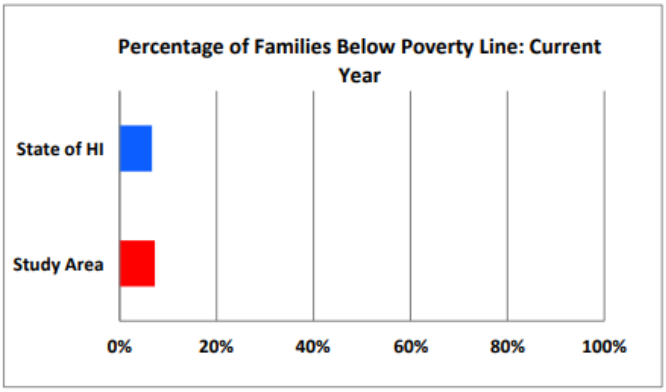
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households and Families	2010	2020	2025	2010 to 2025 Change
Average Household Income	75,623	90,655	103,423	27,800
Median Household Income	67,874	80,223	86,923	19,049
Per Capita Income	26,449	31,659	36,098	9649
Median Family Income		90,405	89,724	681

Poverty



Poverty Level	Pop	Area % Pop	HI % Pop
Above poverty level	4,756	92.7%	93.3%
Below poverty level	373	7.3%	6.7%
	5,129	**100.0%**	**100.0%**

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.

Download QuickInsite Worksheet (To open in a new Tab hold Control key when you click on the link)

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

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3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	35	yes
Number of active non-members:	1	
Total of church participants (sum of the numbers above):	36	

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	80	y
Less than 10, more than 5 years:	5	y
Less than 5 years:	0	y

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	*Are these numbers an estimate? (check if yes)*
1	3	1		2	3	5	5	15	yes

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	0	
Households with minors:	3	
Single adults aged 35-65:	15	
Joint households with no minors:	0	
Single adults over 65:	65	

Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High school:	2	

College:	96	
Graduate School:	2	
Specialty Training:	0	
Other (please specify):	0	

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	40	y
Adults who are retired:	60	y
Adults who are not fully employed:		

Describe the range of occupations of working adults in the congregation:
social worker, registered nurse, paramedic, management, teacher, teacher assistant, retail management, counselor, construction, accountant, insurance agent, hair stylist

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as "diverse." Yet, the vast majority of UCC

congregations are mono-cultural. What does diversity mean in your context?
We are predominantly Japanese, Caucasian, Filipino, Hawaiian ethnicity

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

No conversation but a previous pastor, Pastor Beth was incredibly open and organic in how she spoke about the inclusion of the Gay community during her 10-year tenure with us because she had close friends who were Gay. It was not offensive but rather a call to be compassionate and loving. No other pastor has spoken so openly about Gays before this, and she has certainly affected/shaped our perspective and acceptance of the LGBTQ community today.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? *(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)*
Adult Groups or Classes	25-30	Growth Groups new for 2020/2021
Baptisms *(number last year)*	0	
Children's Groups or Classes	0 due to Covid	1 Sunday School teacher
Christmas Eve and Easter Worship	5	Diaconate committee
Church-wide Meals	15	Wednesday group; after hour refreshments—Social committee but suspended due to Covid
Choirs and Music Groups	8	Choir director-suspended due to Covid
Church-based Bible Study	3-5	Lay reader-suspended due to Covid
Communion *(served how often?)*	Once a month	Diaconate committee
Community Meals	0	
Confirmation *(number confirmed last year)*	0	
Drama or Dance Program	6-8	Kid Fit Crew-suspended due to Covid
Funerals (*number last year*)	0	
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in the Community	0	

Weddings (*number last year*)	0	
Worship (time slot: 10:00-11:00)	35	Pastor & Diaconate committee
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e., serving in a congregation) or Four-Way Covenants (i.e., serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? *(3 or 4 or No)*	Ministry Setting	Type of Ministry Role	Retired? *(Y or N)*

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Administrative Assistant		Part time	Moderator	8 years
Janitor		Part time	Administrative Assistant	8 years
Pianist/Choir Director		Part time	Diaconate	2 years

REFLECTION

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

Although we are a small church with little youth and young families, we are a committed group of (educated, relatively financially secure) **individuals who love KUCC and want to see it grow and be revitalized and become the new wineskin for 2021 and beyond even if we don't know what that means or looks like exactly. We are open to new ideas, new ways of being church if we must. We want to be encouraged to dream of possibilities that seem impossible, to trust God and be courageous to step out in faith even if it is baby steps where we will or may fall down, to not be afraid of the challenges before us of being church in this age of technology, of declining participation, of injustices in this world because God has our right hand and is with us. We want to be encouraged and held accountable to hold gently our relationships to each other, to always help and care for each other including receiving care, as Christ showed us so together as KUCC we can be a sorely needed light to the world (and to each other!) of God's incredible love for all mankind.**

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	$186,570
Endowment Proceeds *(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)*	$0
Endowment Draw *(beyond what is permitted by spending policy, "drawing down the principal")*	$0
Fundraising Events	$0
Gifts Designated for a Specific Purpose	$8,000+
Grants	$0
Rentals of Church Building	$2,000
Rentals of Church Parsonage	$0
Support from Related Organizations *(e.g., Women's Group)*	$0
Transfers from Special Accounts	$0

Other (specify): Money market, interest income	$600
Other (specify): Additional dwelling unit rental adjacent to parsonage	$16,800
TOTAL	$201,900

Current annual expenses (dollars budgeted for most recent fiscal year): $ 119,746 (2021 budget)

Kapaa United Church of Christ
Statement of Activity
January - December 2020

	Total
Revenue	
ADU Rent	16,800.00
Donation	133,790.41
Facility Donation	2,119.00
Facility Use Income	605.00
Investments Interest	-3,192.94
MM Interest	475.67
Pledges - Local	47,107.85
Pledges - Wider Mission	5,671.00
Uncategorized Income	72.04
Total Revenue	**$ 203,448.03**
Gross Profit	**$ 203,448.03**
Expenditures	
ADU Expenses	2,979.76
Aloha Peace Project Gazebo Exp	4,635.48
Bank Charges	31.16
Buildings & Grounds	94,584.58
Christian Education	555.83
Church Office	21,380.87
Kitchen Supplies	823.09
Other Business Expenses	3,656.71
Pastoral Ministry	9,612.67
Public Relations	649.77
State of Hawaii	951.40
State Unemployment Tax	825.32
UCC Conferences/Meetings	1,712.00
Wider Mission	16,475.00
Worship and Spiritual Growth	16,790.51
Total Expenditures	**$ 175,664.15**
Net Operating Revenue	**$ 27,783.88**
Net Revenue	**$ 27,783.88**

Kapaa United Church of Christ
Budget Overview: 2021 budget - FY21 P&L
January - December 2021

	Total
Revenue	
ADU Rent	16,800.00
Donation	26,000.00
Facility Donation	2,500.00
Facility Use Income	1,000.00
Investments Interest	650.00
MM Interest	6.00
Pledges - Local	43,226.00
Pledges - Wider Mission	4,226.00
Total Revenue	**$ 94,408.00**
Gross Profit	**$ 94,408.00**
Expenditures	
ADU Expenses	600.00
Buildings & Grounds	40,289.40
Christian Education	900.00
Church Office	20,010.00
Kitchen Supplies	300.00
Pastoral Ministry	23,719.56
Public Relations	5,369.00
State of Hawaii	1,120.00
State Unemployment Tax	920.00
UCC Conferences/Meetings	428.00
Wider Mission	11,800.00
Worship and Spiritual Growth	14,290.00
Total Expenditures	**$ 119,745.96**
Net Operating Revenue	**-$ 25,337.96**
Net Revenue	**-$ 25,337.96**

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

19%. Interim Pastor lives on island and is contracted to stay till April 2021.

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)*

_x_ Our Church's Wider Mission (OCWM – Basic Support)
_x_ One Great Hour of Sharing
_x_ Strengthen the Church
_x_ Neighbors in Need
_x_ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)*

Prior to 2021, we have budgeted and contributed $9000 per year for OCWM basic support. For 2021, we have decided to budget $5000 to OCWM and $5000 for Missions specific to helping residents of Kauai.

****We would like more open discussion and leadership from the pastor or experts in the UCC community about money and giving and the importance of pledging, and why and what it means especially to the newer members of the last 20 years and the younger age groups who were never "schooled" in tithing. There has been no conversation or educational workshops/discussions on tithing and stewardship by urging of the council, treasurer, or regular Pastor in the past 10+ years. We are aware it is an area that requires work and with the help of Kahu Jim, we now have a Stewardship volunteer and a proposed meeting for late spring to talk about stewardship to the congregation.**

What is the church's current indebtedness? **None**

Total amount of loan debt:
Reason for debt:
Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

Only 1 project remains for 2021. Completion of the parsonage renovation which began in Jan 2020. Total budgeted for project was $50K which included replacing the roof with monies from the insurance company for windstorm damage. Project completion is Feb. 28, 2021 at which time the parsonage will be put on the rental market.

If the church has had capital campaigns in the last ten years, describe: **None.**

Does your church have an endowment? **No**

What is the market value of the assets?
Parsonage Property with ADU $719K
Church campus $1.1 Million

Are funds drawn as needed, regularly, or under certain circumstances?
In the past, it was drawn as needed. However, in January 2021 the Trustees approved an asset policy and will be establishing more clearer guidelines of how monies are used and invested in 2021. It is a work in progress at present.

What is the percentage rate of draw (last year, compared to 5 years ago)?
We did not draw any monies last year or 5 years ago.

Please comment on the above calculations or estimates:
In the past 7+ years, we have had an anonymous donor who has made a 60K donation every year which has allowed us to cover expenses every year because pledges have been declining every year as older member have passed and no new members have been established. However, at the end of 2020, this donor made a 40K donation designated for 2021 budget, but it was deposited and credited to 2020 for a total of 100K donation for 2020. We assume the reduced amount was due to reduced activities and the budget caused by Covid and no regular FT pastor.

Other Assets

Reserves (savings**): $350,000**

Investments (other than endowment): **$25,000 Chevron stock**
Does your church have a parsonage? **yes, off site**

Fair market rental value of the parsonage: **$1,800/month**
How is the parsonage used? **We will be placing it on the rental market for 2021.**
Street / City / State / Zip: **4792 Iiwi Road, Kapaa, HI 96746**
Finished square footage**: 900**
Number of Bedrooms, Number of Bathrooms: **3/2**
Assessed real estate value:
Available for minister residence: **Yes, if desired but not recommended.**
Expected minister residence: **No**
Condition of structure, systems and appliances

Older single wall constructed home built in the 50's or 60's. Appliances are 3 years old, basic in nature, nothing fancy or expensive/state of the art. We have been doing a partial renovation of the parsonage since May 2020 that includes new floors, new counter tops and removal of a wall in the kitchen, new toilet, floors, and countertop in 1 bathroom, replacement of most windows and new sliding glass door, exterior and interior paint job. Parsonage had extensive termite and wood rot damage.

Entity in the church responsible for review and needed repairs:
Trustees, and Building and Grounds Committee

Describe all buildings owned by the church:
Sanctuary and adjoining Social Hall, Religious Education (RE) building, Parsonage and adjacent (ADU) Rental unit (off site)

Describe non-owned buildings or space used or rented by the church: **N/A**

Which spaces are accessible to wheelchairs? *(worship space, pulpit, fellowship space, facilities, etc.)*
Sanctuary with exception of pulpit/altar area, Social Hall which has one ADA approved bathroom, RE building has access but is not ADA approved.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

We are blessed to be a church with a rather strong financial position considering our small size. Much of what is for us today has been passed down to us by our predecessors who were cautious with how they spent and saved money (they are the generation who lived through depression era).

In the current leadership of the last 2 years, we have decided to change who can use our facilities and to allow users outside of the membership to rent our facility for a small fee which was never done before. We see our facility/space as an important community resource. Access to affordable community use space is limited and scarce. Hotels have large banquet facilities, but food and beverage are required to use the space which makes it unaffordable for many.

We moved our accounting to a web-based QuickBooks accounting system to give us a sound financial foundation and transparency we felt was needed. We hired an accounting company to do our payroll and taxes and bank reconciliation which was outside of our expertise.

Lastly, our Interim Pastor Kahu Jim, initiated and helped us draft an Asset Policy in 2020 which is meant to define and protect our assets for the long-term viability of KUCC. KUCC has never had an asset policy.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

1). In 1921, Rev. Henry G. Wakai and his wife, Rio, arrived from Maebashi, Gunma Ken (prefecture of Tokyo) and were "called to become missionaries to the immigrant Japanese people" and "pioneered the Christian ministry to the Japanese people of Kapaa." The church was officially organized in 1927 and the building was constructed with the "generous contribution of $10,000 by the Wilcox and Isenberg families." The building was dedicated in 1929. Rev. Wakai wanted a "multipurpose structure so he had the chapel and social hall connected together. (Excerpt of the 2017 Annual report – Our Legacy and Core Values)

2.) In/about 1964, a request was made by members to ask the then Pastor to terminate his leadership because of membership decline related to Pastor's autocratic leadership style. Conflict occurred between those who supported the Pastor and those members who asked the Pastor to leave. When the Pastor terminated his leadership at KUCC, those members in support of the resigning paster left KUCC. Thereafter, the trauma caused by this event clouded all other Pastors hired. If concerns were raised about a Pastor's performance, membership tolerated the situation. As of 2020, the members who were present during this tumultuous event are in their 90's, are no longer in leadership positions since 2017 and total about 7 persons who actively attend worship.

3) in the early 2000's, the expansion of church sanctuary was completed under the vision of Rev. Dr. Beth Donaldson. It gave space to more people during worship at a time when membership and participation was growing.

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

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

Conflicts happen and misunderstanding occur in every church and organizations, but we can and are able to talk about the issue and arrive at solutions. The council/moderator will call special meetings if there are any issues. We use email, text, zoom and phone calls to address time sensitive

issues. We have been told that we are often times very agreeable on our decisions and so lately, we have been trying to ask more questions and our voting is not all unanimous "yeses" of late.

With all new projects, we need to adhere to clear processes at the committee and council level and to document well before any project begins so all parties are clear of the expectations. We are leaning too that we need to give space and opportunity for all to share what is on their hearts, to be more curious to ask open ended questions and to listen to all the underlying implications before we arrive at a solution that upholds our fiduciary duties as well as furthers our call to love and uphold each other in care so we are one body in Christ. But it is not easy by any means.

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

Staff member's name	Years of service	UCC Standing *(Y/N)*
Rev. Richard Gordon	10	Y
Kahu Kay Connor - Interim	0.5	Y
Rev. Alan Maeno	1.5	Y
Rev. Martha Hoaglund – Interim	1	Y
Rev. David Turner	5	Y
Rev. Faith F. Jackson	0.75	Y
Dr. Rev. Beth Donaldson	10	Y
Rev. Claire Cassell – Interim	1	Y
Rev. Edward Zuern – Interim	1	Y
Rev. Jeannie Thompson	14	Y
Dr. Rev. James Fung - Interim	current	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have always been an open and welcoming church, welcoming pastors with much aloha and offering our support and love. However, at the same time, the Church has learned to shy away

from conflict, take the path of least resistance, and maintain status quo. But new leadership has taken over key roles in the church in the last 3 years, and we are looking for change, relevancy, and meaningful experiences as we move into this new decade. We want a pastor who will work alongside us, provide thoughtful spiritual leadership as well as administrative competence to guide and challenge the many decisions we are called to make to move KUCC soundly into the future and be God's light to the world.

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

Yes, in the 60's Reverend Morita left – Congregants requested Reverend to leave because there was lack of growth in the church. Half of members left, and half stayed at KUCC.

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

4. WHO IS OUR NEIGHBOR?

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

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

- **Outreach committee – open Mic for youth.**
- **School Supplies for Kapaa Elementary students in need, ongoing since 2010. Working with the school counselor, specific items needed for a list of children in need to properly begin the new school year. These items were in addition to the normal required list of school supplies.**
- **2020 Members and friends donated over $3000 for Kapaa Elementary teachers and students for School supplies required due to Covid. (i.e.: computer headphones for every student, special mask for hearing impaired, funds specifically for teachers to purchase non budgeted supplies and equipment to aid learning)**
- **Christmas gifts for Friendship House residents (specifically requested by management for the residents) every year since 2000.**
- **Monetary gift of $500 by KUCC plus individual member donations to sister church Waioli Hui UCC ongoing recovery of 2018 flood damage.**
- **$1000 Monetary gift by KUCC to Waineke Cabin (UCC Leased) maintenance and repair fund.**
- **Zumba fundraising for Operation Christmas Child Shoebox and Kauai Camp Agape (for children of incarcerated parents)**
- **Operation Christmas Child Shoebox donations.**
- **Yearly involvement in the East Side Thanksgiving Intergenerational Luncheon.**

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

- **We participate in the Fall and Spring Mokupuni-gathering of Kauai island wide UCC churches every year. We have rented a school bus in the past to attend the Mokupuni's as many of our members do not drive at night. We picked up people from other churches on the way to the event at no charge as we had open seats.**

- **We encourage our youth to participate in the Kauai Association of UCC (KAUCC) youth fellowship activities. Pastor provides transportation if needed.**
- **We attend the Hawaii Conference of UCC Annual Aha Pae'aina held every June. We send Pastor, one member and one youth to attend this event usually held on another island.**
- **We sent 2 youth to attend the Western Regional Conference held in 2018 at the University of Hawaii campus on Oahu.**
- **Members volunteer to serve on the Kauai Association of UCC (Naomi Hamamura 2017-18 President, 2020-21 Church and Justice Committee) and Hawaii Conference of UCC board or committees (Gail Lee, Personnel Committee since 2018)**

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

__ Accessible to All (A2A)
__ Creation Justice
__ Economic Justice
xx Faithful and Welcoming
__ God Is Still Speaking (GISS)
__ Border and Immigrant Justice
__ Inter-cultural/Multi-racial (I'M)
__ Just Peace
__ Global Mission Church
__ Open and Affirming (ONA)
__ WISE Congregation for Mental Health
__ Other UCC designations:
__ Designations from other denominations
__ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We are a faithful and welcoming congregation. We know God loves us. We share our aloha with each other and with newcomers because we love God and our church. But sharing the details of our faith, witnessing to others of our faith is not something we profess out loud or know how to do. Inviting others to our church prior to our interim pastor was not possible because worship service was not meaningful, kind of boring and uninspiring. Today we have an interim pastor whose sermons are easy to understand, meaningful and inspiring, filled with relatable stories and humor to help us understand and apply them to our faith journey. He inspires us to move beyond our small understanding of God who is calling us to let God come into our lives and live. However, for now, Covid restricts what we can do.

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

For many years, we have participated in the Kapaa Interfaith Thanksgiving Luncheon which provides a free Thanksgiving lunch meal to the community in need (includes home delivery

service). Representatives/volunteers from the Kapaa Mormon church, Kapaa Hongwanji and Buddhist Church, St. Catherine's church, Kapaa Episcopal Church, Kapaa Seven Day Adventist, and Kapaa United Church of Christ make up a committee to collaborate with specific community businesses and grants to fund and prepare the food for this annual thanksgiving event held on Thanksgiving Day. An interfaith service of worship is held prior to the meal and pastors rotate assignment to provide the message.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement is about our belief of our faith and what we want to be as a church. i.e., Mission statement is about being open and welcoming all with Aloha regardless of their faith journey. However, the Aloha occurred if someone visited our church. It does not include going out to the community to extend Aloha. We would like to have a mission outreach that extends to the community in some way, but we do not have one at the moment. However, in the last 6 months, a group of 3 men have been working towards certifying the social hall kitchen for limited commercial use and getting themselves certified in safe food handling practices in hopes of doing a mission outreach project of some kind.

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

We have not specified to our pastors of the past, our expectations of a pastor's personal wider mission outreach. However, if this is something we should be doing, we would look to our pastor to raise the issue, make us aware of its importance and what it means, and to help us shape this expectation in ways that it makes sense for both the congregation and the pastor.

4b. MISSION InSite

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

1. **Population will increase slightly by 7.2% in 2025 however:**
   - **the number of households will decline by 2025.**
   - **single Father households will increase.**
   - **More children/young adults within a household will attain HS degree and higher learning. On island community college and online opportunities are making it easier to attain higher degrees need to earn higher wages.**
   - **Distribution of ethnicity will remain flat.**

- **Median family income will decrease slightly by $681 which is troubling for Hawaii because cost of living is extremely high.**
- **Non-English primary language will increase by 12% in the pacific island population (most likely Marshallese, Tongan, Samoan groups)**

2. **In 2030, children 0-4 years will double 2020 and make up almost 6% of population, retired persons over 65 will increase slightly but will make up 26% of the population.**

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?
How are the demographics of the community currently shaping ministry, or not?

- **KUCC is predominantly Asian whereas the report indicates that Whites are the predominate race. We have a broad range of ethnic groups represented as most people in Hawaii are of mixed heritage, but we are not a diverse community by ethnicity yet.**
- **We have many retired members and like the report, in 2025, will have a significant membership at 65+ age group.**
- **We do not have many young people.**
- **Like report, we are a church with a moderately high education level.**
- **Is the reason that number of households will decrease because home ownership is too expensive or no new planned housing development for the area or located outside of Kapaa?**

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

We do not think the community knows about us.

What do new people in the church say when asked what got them involved?
We have no new people in the last 5 years.
However, several people who left the church have returned recently under the Interim Pastor. We know of people who want to come but are waiting for the threat of Covid infections to be lessened first. Activities of the church are for the most part non-existent due to Covid. So, at present, the only way to get involved in the church will be through our planned growth groups (which are small group reflections of the sermon after church)

5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

Describe some areas of strength in this church’s ministry.
Describe some areas for improvement in this church’s ministry.
Describe a significant experience you have had of this church’s ministry.
Anything else you wish to share.

REFERENCE 1

Susumu & Thelma Miyashiro, friend of the church, who have attended services as well as been a part of the KUCC community for many years. The Miyashiro’s have family/relatives who live on Kauai and visit Kauai regularly.
Contact: cell (714-719-3468; Ca. home # (714) 962-8973, email: susmiyashiro@cs.com
Res: 19871 Flagstone Ln., Huntington Beach, CA 92646

June 9, 2020

To Whom It May Concern:

I grew up with the Kapaa United Church of Christ from as far back as I can remember. My earliest memory was the Christmas sacks with apples and candies which were great treats during the depression years. From there it was the war time years and Hi-Y in high school. We looked forward to going to church as it was a very compatible and generous group of people.

My parents were one of the original Issei (1st generation) members who had their services in Japanese. My older brother was one of several members who had their start in the church and became ministers. My family has deep roots with the church and we deeply appreciate what the church has done for us.

I moved to California many years ago but still attend services there in my annual trip back to Kauai. I still feel the warmth and community that has always existed with this church. It is a welcoming place for everyone whether kamaaina or malihini.

A strong point of the church is its lay leadership. The church has gone through many changes over the years. Change of pastors, change of membership, migration away from the island and economic ups and downs. Through it all, the lay leadership has proven their devotion to the church. They are the backbone of the church and given its history over the last 100 years it should continue to be so.

Presently, the church has many ministries for the less fortunate in the community. It would be great if the church could increase its role in this area. The Kapaa community and the island of Kauai are in need of the helping and stabilizing force that this church could provide.

Yours truly,

Susumu Miyashiro

Susumu Miyashiro
19871 Flagstone Lane,
Huntington Beach, CA 92646

Phone: 714,962-8973
E-mail: susmiyashiro@cs.com

REFERENCE 2

Hank and Tonya Keaton have become an integral part of the KUCC community for at least 5 plus years. Hank and Tonya regularly visit for 2-3 months, attend the KUCC Wednesday group mission, and help KUCC ministry. They are longtime friends of the church and have family who live on Kauai.

Contact: Hank (206)852-4816; Tonya (206)852-4817

213 Eakin Dr. NW, Bainbridge Island, WA 98110 email: Hank.Keaton3@gmail.com

Hank and Tonya Keaton
4910 Nunu Road, Kapa'a, Hawaii 96746

June 11, 2020

Naomi Hamamura
Kapa'a United Church of Christ
P.O. Box 218
Kapa'a, HI 96746

Dear Naomi,

We are pleased to write this letter of reference for Kapa'a United Church of Christ (KUCC). As you know, we are part-time residents on Kauai and are on island several months each year. We own a small home in a nearby neighborhood and several other KUCC members are our neighbors. We have been attending KUCC on a regular basis for about eight years. We also participate in the Wednesday Group each week. Hank also sits in with the Ukulele Band when they play for services.

The main strength of KUCC is the congregation. Everyone is welcoming and accepting to all who attend, whether they are regular church-goers, drop-ins, or visitors to the island. Every Sunday, the church has an extensive potluck luncheon which provides a good time to visit, provide support and have good conversation with everyone, including visitors. The church makes it a point to reach out, providing leis for first-time attendees. This also helps congregants to identify visitors so they can be welcomed.

Another strength of the church is the Wednesday Group which has been a KUCC tradition for 30 years. The men gather in the morning to do yard work and other light maintenance around the buildings. The women meet for various craft projects and for prayer circle. One family provides a hot lunch for the group each week. Attendance is particularly good by the seniors of the church and the Wednesday Group is an effective program of socialization and support. The church also makes good use of its facilities by making the buildings available for a variety of community uses ranging from Bible study to AA group meetings and exercise classes.

As with many church congregations these days, our membership is an older group with many senior citizens. There are several middle-aged members and a small group of children. The church is effective at meeting the spiritual and social needs of the congregation, especially seniors. The main challenge is growth. KUCC needs to reach out and attract new congregants, especially younger people. Even as the congregation is the main strength of the church in so many ways, growing the congregation for the church's future is its main challenge.

We are part-time residents with many family members on the island and we have also come to regard KUCC as our family. We have cooked meals, trimmed trees and walked the neighborhood with our former pastor as an outreach project. We see the primary current ministry of KUCC as support for seniors. We have benefited from this ministry by being welcomed and drawn into our church family.

Sincerely,

Hank & Tonya Keaton

REFERENCE 3

Rev. Timothy & Carol Dewald, friend/associate member, has provided long term Pulpit supply for two past KUCC pastors and developed close ties with church members. They have a son, Andy, who teaches at Hawaii Pacific University.
Contact: (717)270-9987 email: dewald@lvc.edu
300 S. Mill Street, Cleona, PA 17042

The Rev. Timothy Dewald
300 S. Mill St. Cleona PA 17042-3270
dewald@lvc.edu (717) 507-4204

Dear Friends in Christ,

This is to recommend with great love and affection, the people of the Kapaa United Church of Christ, Kauai, Hawaii.

My first encounter with KUCC was the summer of 1979. My wife Carol and I were vacationing on Kauai. Since I was a UCC minister I decided to attend services at First Hawaiian UCC, then following services at Kapaa UCC the following hour. Alas, my wife was suffering from a stomach virus and was unable to attend.

I greatly enjoyed First Hawaiian especially since the hymnal they used was Na Himeni Haipule Hawaii.

I greatly enjoyed the KUCC service as well. Following the service, I stayed for Aloha Hour (actually a very nice lunch) at KUCC where I met the minister and some members of the congregation. It was wonderful! They were so happy to see me as well as the other guests who were touring the island at that time. I remember each one of us was treated like we were ohana, family. I remember someone even gave me soup for Carol. I felt very much at home at KUCC that day and have felt that way these past 41 years. In fact, though I have lived and ministered in Pennsylvania for almost all of my life, my wife and I retain associate memberships at KUCC.

KUCC's minister at that time was the Rev. Richard Gordon, a most capable, loving, progressive minister. He had been there for, I think, 12 years, Rev. Gordon asked me if I would be interested in a "pulpit exchange" sometime during the summer. He would conduct worship services at my church Hill UCC in Cleona, Pennsylvania, and I would conduct worship services at KUCC. Rev. Gordon knew of my keen interest in all things Hawaiian and my special fondness for Kauai, and so, I enthusiastically agreed.

Nothing came to pass until the spring of 1983, when Richard called me and asked if I were still interested in a pulpit exchange. I talked it over with my wife. She too enthusiastically said "yes." In 1983, we had a two-year-old son, Andy and so it was that in 1983, we had our first of several pulpit exchanges with the good folks at KUCC.

Between November 19 – 25 1982, hurricane Iwa struck Kauai, Niihau, and Oahu. Iwa was the first significant hurricane to hit the Hawaiian Islands since statehood in 1959. The damage was enormous. Iwa damaged or destroyed 2,345 buildings of which 1,927 were homes. Iwa left 500 people homeless. Sadly, there was one death directly attributed to the storm. Sadly too, three others died as a result of the aftermath.

When we arrived on Kauai in the summer of 1983, we quickly saw that though great effort had been exerted into getting Kauai "back on its feet," there was still a great deal to be done for the people of Kauai. We also observed something else – the people of KUCC were there to help their neighbors in word and in deed. I was astonished to see how individuals in the congregation as well as the congregation as a whole, ministered to people of Kauai and in so many ways. There was a genuine spirit of aloha and ohana in helping neighbors and friends and strangers.

We were blessed to be a part of KUCC in the ensuing years as well, becoming the "summer pastor" as the pulpit exchange came to be called, during the tenure of the Rev. David Turner. Though we did not have a pulpit exchange, I also was the "summer pastor" during the tenure and after of the Rev. Dr. Beth Donaldson and visiting Kauai during the tenure the Rev. Jeannie Thompson. I was also the summer pastor two summers after hurricane Iniki. My point in all this is to write that I have had an opportunity to observe "snapshots" of a congregation over a period of 38 years, and known them through two hurricanes, four pastors, and several generations including some nisei members. Throughout the entire 38 years I have known them as a visitor, then pastor, and always a friend, ***I have found the people of Kapaa United Church of Christ to show forth the love of God to one another, to community, and to country, always and in every way.***

Normally at this point in a letter of reference, the person making the reference would list some examples. Though I have taught first year composition at Lebanon Valley College for many years, I am unable to find words to express adequately my aloha for the people of KUCC. Instead, I would like to share with you some pictures from the many years KUCC has been a part of our family's life. You will notice a baby in my arms, then a boy, then a lad who while fishing with his friend George Mukai, stumbled upon the making of the set for Jurassic Park, then finally a man. This is our son, Dr. Andrew Detweiler



Dewald, PhD, Chair of the Department of Psychology, Hawaii Pacific University, Honolulu, Hawaii. I think his life is the best way to describe the importance and impact of KUCC's ministry.



This is as loving a congregation as any pastor will find. You will be lucky to become their next leader.


















PASTOR'S OFFICE

Naomi asked me to list any problems or weaknesses of the congregation. The weakness I see is the weakness of most congregations today – our members are getting older and younger people don't seem to be as interested in the work and ministry of the Church

I highly recommend that you consider Kapaa United Church of Christ. If you would like to know more, please feel free to email or Zoom me at dewald@lvc.edu. You may call, text or "face time" with me at (717) 507 – 4204. I live in the Eastern Daylight Savings Time Zone.

In Christian love,

Timothy Dewald
Pastor Emeritus Hill United Church of Christ
Assistant Professor of Mathematics Lebanon Valley College





6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

2020 Prayer for KUCC
May this time of transition of discovering who we are as people of God, be our epiphany - a revelation of God that changes our life.
May God open our hearts and minds and souls to know God, who is bigger than we can know and limitless.
May we say yes to God even though we are fearful/afraid or uncertain of our ourselves or our future.
May we know that God is always orchestrating the details, so nothing is coincidental but purposeful
Therefore, may we be patient for God's Kairos - God's perfect timing of what God wants KUCC to know and be and become that will make perfect sense in hindsight so we can see for ourselves God's love and grace in it all.

Amen,

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*
   The Interim Selection Committee (comprised of the Moderator, Diaconate, the Church Council) laid the initial groundwork, the Interim Pastor provided guidance and insight, and the Search Committee with input from the congregation completed the final Local Profile.

2. Additional comments for interpreting the profile:

Signed:



Gail Lee
Treasurer, Search Committee Chairperson
Feb. 15, 2021

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes.

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

Staff Comment: Yes.

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

Staff Comment: Yes.

My signature below attests to the above three items.

Signature: *Dorothy M. Lester*
Name / Title: Associate Conference Minister
Email: dlester@hcucc.org
Phone: 808-563-0295
Date: 3/23/2021

UNITED CHURCH OF CHRIST

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22