

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE



Hokuloa United Church of Christ

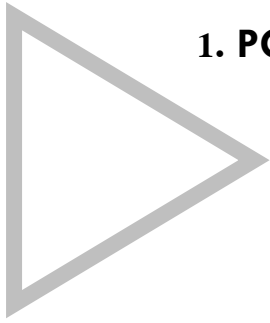
Puako, Hawai‘i Island, Hawai‘i
Designated Term Pastor

Hawai‘i Conference UCC, Hawai‘i Island Association
September 30, 2023

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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)



1. POSITION POSTING

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1a. LISTING INFORMATION

Church name: Hokuloa United Church of Christ

Physical address: 69-1600 Puako Beach Drive, Puako, HI 96743

Supplemental web links: www.hokuloaucc.com [facebook: @hokuloaucc](https://www.facebook.com/hokuloaucc)

Additional ecumenical affiliations: None

Conference: Hawai'i

Association: Hawai'i Island

UCC Conference or Association Staff Contact Person

Rev. Jonathan C. Roach, Associate Conference Minister
808-895-8710
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Summary Ministry Description:

Aloha!

The mission of Hokuloa Church is: To follow Christ in our walk with God and each other - celebrating the traditions of our faith and the unique gifts of our Hawaiian heritage, sharing our aloha with neighbors near and far, and renewing ourselves and the earth by grace-filled living and giving.

Hokuloa UCC seeks a designated term pastor, with the potential to become a full time settled pastor if both the church and pastor mutually agree, who will partner with us to reach mutually developed church revitalization, outreach, and growth goals. In 2021 the congregation adopted a five year **Hooked on God at Hokuloa** plan (Appendix 1), which proposes a path that might lead the church out of the struggles of the COVID pandemic and into a future with filled pews, vibrant ministries, welcoming fellowship, and supportive community. Hokuloa has been a place such as this since its founding in 1856. We have made great progress in the past two years and are on target to reach certain goals. But there is still work to do and we are looking for a pastor who would like to partner with us to grow God's work on the south Kohala coast of Hawaii.

Like many churches across the country since the pandemic, we have started a sustained outreach effort to regrow church participation and increase financial contributions. Our goal is to be able to support a full time pastor and a suite of ministries comfortably and confidently into the future. We also continue to actively minister to our congregation and community: feeding the hungry, housing the homeless, visiting the home-bound, and welcoming every person into our church. “No matter who you are or where you are on life’s journey, you are welcome here.”

In 2019, Hokuloa went through a period of study and discernment to decide how to reach out to our LGBTQ+ brothers and sisters on the island. We are now the only Open and Affirming UCC church on Hawai’i island.

Hokuloa is one of the oldest churches on the island and sits on land leased to the Hawaii Conference in the 1850’s by King Kamehameha III. Hokuloa UCC values and honors this history by maintaining its ties to the land and the Hawaiian Culture. Services are in English but include a Hawaiian hymn, Hawaiian Doxology, Hawaiian benediction, and links to the Hawaiian culture. It is not necessary for our minister to speak Hawaiian, but we welcome and encourage her/him to recognize the place culture holds in the heart of the congregation.

Although the building is small in size, the church is large in faith, love, and spirit. Aloha [love] and ‘ohana [family] are important aspects of Hokuloa.

Photographs:



What we value about living in our area:

Living in Kohala truly is a blessing. Imagine living by the Pacific Ocean surrounded by mountains: the Kohala Mountain, Mauna Kea, Mauna Loa, and Hualalai. Kohala is filled with history, rich with Hawaiian heritage. The diversity of the people on our island, along with the natural beauty, is what makes Kohala and Hawai’i Island so special.

A brief history of Puako

Settled by ancient Polynesians nearly 1,000 years ago, the area became a village of fishermen and salt makers that also produced the finest petroglyph field in the Hawaiian Islands. Puako was an ideal place to live because the Puako ahupua’a (the traditional socioeconomic, geologic, and climatic subdivision

of land) contained all that a community needed, most notably underground freshwater and abundant fisheries due to the prolific Puako reef.

Puako experienced sweeping cultural changes beginning in the 18th and 19th centuries. Our beautiful historic church at the entrance to Puako was built in 1859 on land gifted by King Kamehameha III. In the late 19th century, Puako became the site of a sugarcane plantation complete with its own railroad and school. When the sugar operation played out, Puako became a feeding stop for the newly burgeoning cattle business. The area also had an important role in WWII when the beaches of Puako and neighboring Hapuna Beach State Recreation Area were used as training grounds for US Navy servicemen before they were shipped out to the Pacific Theater.

After the war, a road through the community was proposed and the area was subdivided into lots by the Territory of Hawai'i for residents to acquire. This land division became the basis for the present-day Puako community, with only one road in and out and a mixture of new owners and native - Hawaiian families. The lands surrounding Puako became the primary recreation sites for the growing visitor groups. The Hapuna State Park, consisting of two unique beaches, is directly north of Puako and the Paniau County Park to the south. On either side of these are four large, beautiful resorts which bring visitors from around the globe to our church.

Just up the hill from the church begins the boundary of Parker Ranch, the second largest privately owned cattle ranch in America. This historic ranch brought the paniolo, Hawaiian cowboy, culture to this island and has allowed it to flourish ever since. The ranch supports diverse types of agricultural businesses and is surrounded by many other private farms that supply produce to communities.

Gazing up from the lawn in front of Hokuloa UCC, the top of Mauna Kea can be seen. This beautiful mountain is home to twelve of the world's most powerful land-based telescopes and has been the source of most of the important astronomical discoveries for the past 30 years.

This growth in industry has inspired growth in the rural towns surrounding Hokuloa Church. Our congregants come mainly from Waikoloa village, which is 12 miles (20 minutes) away, Waimea town which is 14 miles (22 minutes) away, and Hawi town which is 24 miles (31 minutes) away. These areas represent a rich diversity culturally, socially, and ethnically.

Some of our congregants live full time in Hawai'i while many others are part-time residents. This is quite common in Hawai'i. In addition, we have island visitors at our services each Sunday who are staying in the neighboring resorts. Ministry to our visitors is an important part of Hokuloa's mission. All are welcome at Hokuloa with open arms.

Current size of membership:

Hokuloa UCC currently has 47 Members and Associate Members. Associate Members may hold membership in a church located somewhere other than the Big Island, but they consider Hokuloa their church in Hawai'i. Hokuloa UCC has at least as many 'Friends' as it has members. Friends worship and support the ministries of Hokuloa UCC on a regular basis but have not become Members or Associate Members. As stated earlier, visitors are a very important part of our congregation as well.

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

‘Ōlelo Hawai‘i [Hawaiian]

Position Title:

Pastor

Position Duration:

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association.

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Yes. Hokuloa UCC will negotiate a pastoral compensation package that meets the Hawai‘i Conference UCC compensation guidelines.

1b. SCOPE OF WORK

Hokuloa seeks a Full-Time, Designated-Term Pastor, with the option to extend to a settled pastor if mutually agreeable by the pastor and the congregation. To fulfill this job description will take 10-12 pastoral work units/week.

It is imagined that Hokuloa’s next Pastor may be focused on four things: feeding the souls through worship service and faith sharing, heralding (marketing) and outreach, pastoring, and leadership. The role will undoubtedly change over time as more congregation members are engaged in volunteering and the needs of the congregation change with the continued implementation of the Hooked on God at Hokuloa proposal and the vibrant ideas a new pastor may bring to our church community. In the first year, the Pastor may likely focus on building relationships with the congregation, laying the foundation for outreach and heralding activities, planning and leading worship services and other faith sharing opportunities, and spiritually strengthening the congregation. Over time, as new programs, ministries, volunteers, and ways of working are collaboratively established, the Pastor’s role may likely transition to building internal capacity within the congregation preparing the church for future growth. The focus for the pastor, lay leadership, and congregation will be reviewed each year to ensure the congregation and Pastor are working towards mutually shared goals. To that end, we invite candidates to share their ministry priorities and passions while we humbly offer that the scope of work in the first year may likely include the following:

- Prepare and lead **Sunday worship and other worship services for attendees in the church on zoom**, including scripture study, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering

of prayers, etc. A volunteer will collaborate with the Pastor and Music Director to prepare the Order of Worship.

- **Faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities, children's education assistance, and helping lay persons take advantage of them.
- **Leadership development** by collaborating with people in the church to create lay led ministries and programs. Currently, much of the work in the church is done by ten people. We want to expand this.
- **Pastoral care** in collaboration with lay people.
- **Community engagement** and leading the way for the church to be an ambassador of God's love.
- **Weddings and funerals** for participants in the congregation, averaging less than one per year. In addition, we offer the church as a place for non-members for weddings. The Pastor will participate in no more than six per year.
- **Faithful financial development** and stewardship assistance.
- **Study and prayer** to increase faith and improve skills to lead, teach, and preach better.
- **Energizing and deepening** the spiritual connections and faith understandings of others in all they do.
- **Heralding (marketing)** to find ways to bring more people onto the church grounds and zoom, into regular attendance, and eventually welcoming them as members by working with the Hokuloa marketing team. This may include activities such as marketing to the resorts, house calls in Puako, marketing activities in Waikoloa village, hosting outdoor sunset concerts, hosting speaker series, using best practices for engaging an online community, and many others.
- **Quarterly pastoral talk story** -- a time for both pastor and congregants to check-in and talk story about the life of the church.
 - What is working, what is not.
 - What adjustments need to be considered by pastor and/or congregation.
 - Plan together – short term and long term
 - What additional supports are needed for the pastor and/or the congregation.
- **Online communication** by developing proficient use of the church management software, Breeze, for basic work including the calendar, tracking pastoral visits, and assigning tasks.
- **Monthly meetings** consisting of the council meeting and any committee meetings you wish to attend: Diaconate, Trustee, Education.
- **Participation in wider church activities** such as conferences and association meetings.
- **Annual reflection and evaluation**

Activities not included in the immediate scope of work offered for the pastor are listed below. These will continue to be accomplished by volunteers with an analysis in the first year of whether a part-time administrative person would be helpful and affordable.

- **Administrative responsibilities** such as email, website, church supply purchasing, will continue to be performed by lay members.
- **Order of Worship** preparation, done by lay member.
- **Weekly electronic** email to congregation, done by lay member.
- **Newsletter and mailings**, Lay member will create, and Pastor will contribute content.

Core Competencies:

At the June 2023 congregational meeting, attendees offered pastoral characteristics of interest:

- Seminary trained/highly educated.
- Openness to bringing a Native Hawaiian Heritage presence/understanding to the church.
- Spiritual leadership and a willingness to do home visits and make calls.
- Promoting diversity.
- Strengthening our ONA commitment.
- Great sermons which connect social issues with scripture.
- Building our music ministry.
- Excels at outreach and marketing, on island and online, with a firm understanding we are trying to grow the church.
- A good partner easy to work with.
- Open and honest communication about issues.
- Promotes education including book studies.

With these in mind, the three core competencies we see of greatest importance are:

1. Preacher/Teacher
2. Outreach/Church Growth
3. Pastoral Care

1c. COMPENSATION AND SUPPORT

Salary Basis and Benefits:

The **total** Pastoral Compensation package will be between \$110,000 and \$120,000, based on education and experience, and will include salary, housing, medical and dental benefits for a couple, and professional expenses. We will work with the Pastor to organize the benefits in a way that best fits her/his needs.

- Salary
- Housing allowance
- UCC Retirement Annuity (14% of salary and housing)
- Health/Dental (insurance or IRS approved medical savings account)
 - UCC Health Benefits
 - UCC Dental Benefits
- Paid Personal Time: 3 days/month; may accumulate to a max of fifty days, and not exceed four Sundays per year.
- Paid sabbatical after 5 years (4 weeks); after 10 years (8 weeks)
- Ministry Expenses
 - Travel Reimbursement
 - Meeting Expense Reimbursement
 - Books and Periodicals
- Other benefits:
 - Social Security/Medicare Offset
 - Continuing Education Funds
 - Continuing Education Time

- o Family leave
- o UCC Life and Disability Insurance Benefits

What is the expected living situation for your next minister?

Hokuloa UCC does not have a parsonage. We do have a housing committee that is researching housing options for the long term. For our next Pastor, the church has identified several options for rental homes including small houses, condos and apartments and will work with the Pastor to secure one at the appropriate time. Geographically, areas that would be most convenient for the Pastor to live are:

- Puako, 5 min from church, though options are few.
- Waikoloa Village, 20 min from church, where many of our members live.
- Hawi, 30 min. from church, where our current Pastor lives.
- North Kona, 30 min. from church where a few members live.

Comment on the residential/commuting expectations for your next minister.

Our minister should live within a reasonable commuting distance of the church in Puako. The church is on Puako Beach Drive, which is a 3-mile-long residential neighborhood. The communities of Waikoloa, Waimea, Hawi, and north Kona are within 20-to-30-minute drives of the church and have housing options as well. The church office was moved to the back of the sanctuary during the COVID pandemic. As church attendance grows, the office may be relocated to another location convenient to the minister's residence and/or the church.

Although there is island-wide public transportation, it is neither dependable nor convenient to Puako. Because the minister's home and the church may be some distance from each other, it will be necessary to have your own vehicle.

State any incentives:

After five years of service, Hokuloa UCC offers a 4-week Sabbatical at full pay. As a congregation that values education, we will negotiate support for a Pastor interested in pursuing specialized education which would support the needs of the congregation. As a congregation that values connection and our denominational affiliation, we aspire to assist our pastor with the costs of attending the triennial UCC General Synod.

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

The Hawai'i Conference UCC and Hawai'i Island Association offer several support opportunities for ministers. There are regular meetings of UCC clergy on the Big Island as well as meetings off-island. The Hawai'i Island Association's Committee on Ministry provides direct pastoral support. Other local ministers are a valuable resource, also.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

Although the intent is that our minister be full-time, Hokuloa UCC is willing to discuss options including bi-vocational employment.

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.

The congregation formed a Church Futures committee in 2021 to answer this question. The result was the Hooked on God at Hokuloa proposal, which is attached at the end of this profile. The main goals focused on inspiring people to come back to church after the pandemic, encouraging them to stay, and raising more financial resources for the church so that we can continue to grow God's service on our island.

The diverse group of people which makes up the Hokuloa 'ohana wants to remain a kind, warm, welcoming church community, both in person and online, that honors our Hawaiian history while growing in numbers, youthful energy, and theology through fresh ideas, enthusiasm, and commitment from our new pastor.

First, our congregation is concerned about the dwindling numbers of members of our church and the aging population of our attendees. This is not unusual in the United States, but it is a trend we want to reverse in our beautiful church by the sea. The good news is that there are great opportunities and enthusiasm for this effort. Our congregants want to be involved and help. We want to work together to create a thriving church that has its pews filled, zoom screen covered with attendees, overflowing collection baskets, and many people with whom to share the faith, every week. The next minister of Hokuloa is invited to be creative and energetic in growing the membership, attendance, and a deep feeling of community in the church.

During the COVID pandemic, Hokuloa UCC quickly developed an online worship service using Zoom. Many people who previously attended Hokuloa only while they were visiting Hawai'i became active and enthusiastic participants in our congregation. In fact, four such people are members of the current search committee. As restrictions on in-person worship decreased, Hokuloa UCC adopted a hybrid worship service. We intend to maintain and grow both in-person and online participation.

The Hokuloa UCC community is warm, welcoming, kind, generous, theologically sound, and Hawaiian in tradition. We would like a new pastor who can maintain these qualities while bringing fresh ideas and energy towards growing our church, getting the congregation involved in the community, ministering to our visitors, and building the financial resources required for a thriving church community.

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

Hokuloa is a small church that does big things. We are active in several social justice issues including homelessness, climate change, and food security. We are firmly committed to our LGBTQ community and look forward to partnering with a new pastor to extend our reach as the only Open and Affirming UCC church on the island. Building our connection to the Hawaiian culture and our Hawaiian neighbors

is extremely important to our congregation. There are many ways to do this that our current pastor, who is Hawaiian, has demonstrated for us. Additionally, we believe there are many ways to expand our use of zoom and the technology the church has. Lastly, even though Hokuloa resides in the quiet and close neighborhood of Puako, attendance by residents of its 170 homes has always been minimal. We would like to welcome more full time, part time, and visitors to Puako into the Hokuloa 'ohana.

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

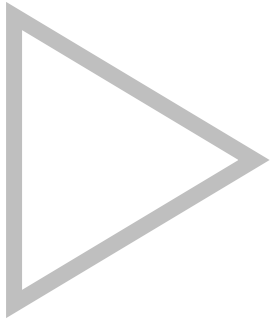
The Hawaiian Islands are rich in cultural diversity. In addition to a strong Hawaiian heritage, the Big Island of Hawai'i was (and still is) strongly influenced by Chinese, Japanese, and Filipino immigrants brought to the islands to work in the sugarcane fields, pineapple plantations, and large cattle ranches. Recently, the islands have grown with immigrants from Spanish America, SE Asia, and other Pacific Islands. Our islands are a true melting pot. As such, Hokuloa UCC is a representation of the island diversities. Though we have this great diversity in people, the common language, English, ties us together.

Special note: Hokuloa Church has chosen to share its facilities with a Chuukese congregation and a Marshallese congregation. Although the pastor is not directly involved in these congregations, she/he will need to make "connections."

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.

While Hokuloa values all the Marks of Faithful and Effective Authorized Ministry, the four listed below will be most appropriate as we move forward at this time.

- EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
- BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS
- ENGAGING SACRED STORIES AND TRADITIONS
- WORKING TOGETHER FOR JUSTICE AND MERCY



2. WHO IS GOD CALLING US TO BECOME?

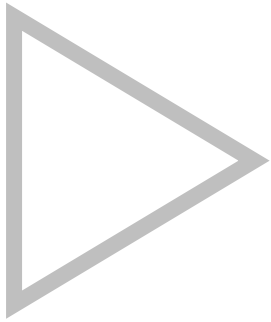
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

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

We believe God is calling us to be a vibrant congregation of believers who understand that our purpose is to be one with our community, accepting all, and doing what is needed to support each other. We can do this in a number of ways:

- **Hooked on God at Hokuloa**
 - In 2021, Hokuloa began planning for an unknown future. We had been through Covid and were nearing the end of an interim ministry. Our Futures Committee researched many options based upon congregational and Council input. The committee looked at the harsh realities of Covid aftermath, congregational size, finances, etc. Through those meetings, a realistic plan was developed and adopted by the congregation – Hooked on God at Hokuloa.
 - Hooked on God at Hokuloa is a vibrant, living document. We want to continually reflect on and adapt our plans as we move forward. We welcome your insights and thoughts.
- **Open and Affirming**
 - We became an ONA church in 2019 after study, congregational and personal discernment, and prayer.
 - We would like to become even more inclusive. We want to reach out to our community/island LGBTQ+ friends to assure them that they are truly welcome. We want ALL to know that they are welcome as part of the Hokuloa ‘ohana.
- **In-person and online church**
 - While COVID ravaged the world with much devastation, Hokuloa was able to build a silver lining by investing some of our congregants’ talents with technology and build a strong zoom presence. We believe there is more to be done with this platform and look forward to working with a new pastor to explore a wide variety of options.
- **Draw children into the church.**
 - **Vacation Bible School/Sunday School**
 - In 2022, Hokuloa held its first VBS. This continued in the summer of 2023. We took a huge leap of faith; we had NO children in the church. We invited the children in our sister congregation, the Chuukese Ministry, and in the community to be a part of this ministry. It was a wonderful experience for the children – and the adult leaders.

- We want to develop a robust Christian Education program drawing children into our church for more than VBS. Hopefully, in the future, the children will bring their family and friends to Hokuloa.
- **Food Insecurity**
 - Hokuloa has a long tradition of providing food to those in need. Whether it be a Sunday food drop-off basket or a more concentrated food drive during Lent and Advent, Hokuloa has helped the hungry for decades. We have cooked meals for kūpuna (elderly), made thousands of peanut butter and jelly sandwiches for the homeless, distributed food and money to various food banks, and delivered food to the HIV/Aids Foundation for many years.
 - Hokuloa recognizes that there are many with food insecurities. We want to continue to identify and feed the hungry in our community.
- **Homelessness**
 - For years, Hokuloa has worked with the homeless on an individual basis. We identify an individual or family without a home and work with them and supporting agencies to find housing.
 - Homelessness is a major problem on Hawai'i Island. Hokuloa wants to continue to provide support for one individual/one family at a time.
- **Care Portal**
 - Hokuloa Church provides care and support for children and families in crisis through "Care Portal." Care Portal matches the children and family needs in our communities with churches and community members to provide an immediate response.
 - Hokuloa wants to continue and build upon this mission.
- **Community Outreach**
 - Hokuloa Church has always embraced its Hawaiian-ness. Part of the Sunday service recognizes our links to Hawai'i and its people. In addition, the church regularly recognizes Hawaiian culture and history through special events like visits from the Queen Ka'ahumanu Society, dedicated services for Queen Lili'uokalani, Henry 'Ōpūkaha'ia, and the former Kalaupapa Leper Colony.
 - In addition, Hokuloa has a rich music tradition with special music performed by jazz musicians, orchestral performers, opera singers, and traditional Hawaiian artists.
 - Hokuloa recently implemented a "Talk Story" series of evening lectures in conjunction with the Puako Historical Society.
 - Hokuloa has long-been a community meeting place for lectures (Puako reef, conservation and pollution, Puako Community Association, Kohala Planning Group, AA, Al-Anon, and others).
 - Hokuloa Church is an active member of the Puako Community Association. This allows us to participate in the life of the community.
 - Hokuloa wants to continue this rich tradition of community outreach and involvement. We want to build upon what has been started to bring more people to the church with the hope that one visit, one concert, one lecture, one meeting will encourage people to return.



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.

Hokuloa’s life of faith lives fully inside and outside of our historic church walls.

The Hokuloa ‘ohana meets weekly for worship, prayer, and fellowship on Sunday at 9:00AM. In worship, God is most often described as loving, using inclusive language in both English and Hawaiian. We often call upon and expect the Holy Spirit to guide us in our life of faith and in decision-making. Respect and recognition of the spiritual aspects of life is a defining part of Hawaiian culture and Hokuloa’s life of faith.

As the only Open and Affirming UCC church on the island, it is appropriate that we begin each service with “No matter who you are or where you are on life’s journey, you are welcome here.” Weekly, we welcome everyone including those from the local Puako neighborhood, communities further afield, the four resorts that surround our church, and from all over the world on Zoom.

Hokuloa is known for its abundant hospitality. Our fellowship hours feature homemade food by dedicated congregants and are enjoyed warmly by all attendees as we relax under the majestic Monkeypod tree right outside the church doors.

We live our faith through our ministries which include Bible and book study, Children’s religious education, housing those seeking shelter, feeding the hungry, and ministering to the sick and home bound.

Describe several strengths or positive qualities of your congregation.

Five of Hokuloa's greatest strengths are:

1. *Committed to Hokuloa and its community.*

The members of Hokuloa church are committed to continuing Hokuloa's long history of serving God and the island of Hawai'i into the future. We see ourselves as the current stewards of a place and ministry God established 150 years ago. All our decisions revolve around allowing future generations to continue God's work.

2. *Hawaiian Heritage.*

The congregation is dedicated to embracing our Hawaiian heritage. Our Sunday services value the Hawaiian culture through our Hawaiian hymns and prayers. We are a diverse group of people living in Hawai'i whose church reflects our aloha for Hawai'i. We try to ensure that everything we do, build, plant, and serve shows a respect to the place of Hawai'i and its culture.

3. *Welcoming to all.*

Since the church sits at the intersection of several small yet different geographic regions that support different industries, we welcome everyone to our table. We serve a diverse group of islanders and visitors weekly that share their faith followed by a heart-felt fellowship hour after the service. As the opening sentence in our Sunday services state: "No matter who you are or where you are on life's journey, you are welcome here."

4. *Location.*

Hokuloa UCC is a special place. The building is on the registry of historic Hawai'i places. The congregation works hard to maintain the church as a beautiful example of Hawaiian heritage. Its unique beauty is also recognized for its location right next to the ocean.

5. *Dedicated Volunteers.*

People show up every Sunday to set up tents, put out chairs, air out the church, and prepare a place for fellowship. Congregants take their turn each week to bring in delicious homemade food to share after the service. Every Thursday volunteers host an all-day open house for the public to drop in and tour the historic church. During COVID, a resolute team learned all that was needed to allow us to serve our congregants on Zoom. Each month the team learned more and improved our Zoom experience. To this day, we have people from all over the country and world who log into our Sunday service. We have volunteers that run virtual picnics for our Zoom community, book studies, Vacation Bible School, and serve in all our ministries. We might be a small church, but our love of God and serving our community is mighty.

Describe what worship is like when your congregation gathers.

Hokuloa's Sunday services follow the Revised Common Lectionary. The worship service is scripture based and Spirit guided. As a Hawaiian church, the service acknowledges its heritage by incorporating Hawaiian elements. The worship program is more than the sermon delivered by the pastor. It is a complete message, flowing from the ringing of the opening bell to the Postlude.

As a historic Hawaiian church, we add Hawaiian elements when we can. Our service is in English, but we maintain a connection to the island's Hawaiian heritage by singing a hymn from Na Himeni O Ka Ekalesia [Hawaiian Hymnal] and the *Doxology* in Hawaiian. Other hymns are from The New Century Hymnal. Our minister closes the service with a benediction in English followed by a lay person saying a benediction in Hawaiian.

After the service, we gather for hospitality under the monkeypod tree. There, we strengthen our faith by sharing a meal and "talk story". 'Ohana is family in Hawaiian and 'ohana is what worship feels like when the congregation gathers at Hokuloa.

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

Our keiki [children] are precious to our congregation and have been sadly few in the past several years. This is one of the aspirations we have for ourselves and our new minister; increase the number of children in our church. We are ready for children to return. Our Christian Education (CE) Team has used the Whole People of God curriculum and rotated teachers each month, providing one lesson adapted to children of all ages, during a portion of the worship service.

Hokuloa UCC would like a minister who has experience with youth programming and who can use his/her imagination, creativity, and youthful energy to attract young families on the island and engage young people in interesting youth programs. (Note: Hokuloa UCC has a safe church policy and all adults involved in CE have had background checks).

Under our current pastor we began a book and Bible study that takes place three of the four yearly quarters. In addition, we look for opportunities to help further the faith formation of individuals. For instance, the church recently sent one member to participate in the *Walk to Emmaus* and is supporting another in the *Certificate in Theological Education for Leadership* educational program. Our current minister started a Vacation Bible School each summer for which many adults and a few young adults volunteer. This is a program we would like to continue and expand.

Describe how your congregation is organized for ministry and mission.

Hokuloa is governed by a set of by-laws.

The Council is the governing body and is comprised of the positions of Moderator, Vice-Moderator, Treasurer, Secretary, Chair of the Trustees, Chair of Diaconate, and Chair of Christian Education. The treasurer activities are handled by a team of three individuals who work together. The Council also has two secretaries that share the role. The Council meets monthly for 1.5 hours.

There is an annual congregation meeting in May, which is the end of the fiscal year, to approve the budget for the following year and one in November to elect new Council officers. Congregation

meetings may be called throughout the year as needed and, in general, have very good attendance. Committees also meet once every month or two for an hour. Committees are also formed for short-term projects such as a search committee. All committees report to the Council.

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

Decisions are made by a well-defined consensus process that the entire congregation has been trained in and is reminded of every year.

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

Hokuloa's dedicated team of volunteers and the pastor work together to respond. For example, when there is an immediate need (such as the church being flooded by storm water run-off which happened this past December) phone calls are made and people who are able rush to the church. During the flood those closest did what they could to stem the flow of water into the historic church. When the rains passed, volunteers returned to do the hard work of clean up. When the immediate crisis is resolved, the Council and/or appropriate committees meet to discuss the situation and to put in place long-term solutions.

- 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/No]

Yes – A copy of the Hokuloa UCC Bylaws, Financial Policies, Financial reports, 7- years of accurate attendance and membership numbers, and the Hooked on God at Hokuloa plan that the church is currently following are available upon request.

3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 140148
 Assoc: 184 Schedule: 0 Hokuloa United Church of Christ Puako HI 96743

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	52	64	15	0	0	1	0	0	1
2013	52	64	15	0	0	0	0	0	0
2014	56	65	15	0	0	4	0	0	4
2015	57	68	10	0	0	2	1	0	1
2016	27	35	4	0	0	0	0	30	-30
2017	39	37	14	0	8	3	0	0	11
2018	39	37	14	0	0	0	0	0	0
2019	37	35	3	0	0	3	5	0	-2
2020	37	42	0	0	0	0	0	0	0
2021	44	26	1	0	7	0	0	0	7
2022	46	29	11	0	0	2	0	0	2

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
2012	\$121,010	\$0	\$2,500	\$1,736	\$4,236	\$3,200	\$7,436	2.07	\$128,446	\$131,092
2013	\$121,010	\$0	\$1,500	\$1,500	\$3,000	\$0	\$3,000	1.24	\$124,010	\$0
2014	\$121,651	\$20,000	\$6,500	\$1,010	\$7,510	\$1,903	\$9,413	5.34	\$151,064	\$128,760
2015	\$106,011	\$0	\$4,668	\$2,453	\$7,121	\$3,252	\$10,373	4.40	\$116,384	\$125,844
2016	\$108,910	\$0	\$5,060	\$1,929	\$6,989	\$1,004	\$7,993	4.65	\$116,903	\$98,128
2017	\$102,199	\$0	\$4,530	\$3,062	\$7,592	\$0	\$7,592	4.43	\$109,791	\$101,097
2018	\$102,199	\$0	\$4,500	\$1,091	\$5,591	\$0	\$5,591	4.40	\$107,790	\$0
2019	\$118,780	\$0	\$2,775	\$1,052	\$3,827	\$0	\$3,827	2.34	\$122,607	\$108,172
2020	\$86,360	\$0	\$6,250	\$1,143	\$7,393	\$12,767	\$20,160	7.24	\$106,520	\$141,920
2021	\$102,000	\$0	\$4,500	\$635	\$5,135	\$25,100	\$30,235	4.41	\$132,235	\$115,500
2022	\$88,487	\$0	\$3,750	\$600	\$4,350	\$11,679	\$16,029	4.24	\$104,516	\$129,251

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	17.95	-21.62	-21.43	-81.82	0.00	-13.42	-42.70	-4.80
2012-2022	-11.54	-54.69	-26.67	100.00	0.00	-26.88	2.69	-18.63

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.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	47	
Number of active non-members:	25	X
Total of church participants (sum of the numbers above):	<75	X

HOKULOA DOES NOT TRACK DEMOGRAPHIC DATA.

Describe the range of occupations of working adults in the congregation:

Retired, variety of careers in Tourism, Agriculture, Construction, Astronomy, Education, and Health Care.

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?

Hawaii represents a rainbow of diversity. Hawaii island has diversity in race, culture, and economics. All of these can be seen in the pews of Hokuloa as diversity is one of our core values. We do not track the data on these factors but rather welcome with open arms all who seek God in our corner of the Pacific Ocean. We look forward to collaborating with our new Pastor to increase our diversity.

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

We have not done this but have plans to complete the survey and review it in a congregation meeting with our Pastor and Associate Conference Minister by February 2024.

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? (<i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	5-10	Pastor or Volunteer
Baptisms (<i>number last year</i>)	0	
Children’s Groups or Classes	15, VBS 2, Weekly service	Vacation Bible School, Pastor with team of volunteers Weekly CE, volunteers
Christmas Eve and Easter Worship	100	Pastor with team of volunteers
Church-wide Meals	10-50	Thanksgiving eve, Seder
Choirs and Music Groups	5	Music Director
Church-based Bible Study	5-10	Pastor

Communion (<i>served how often?</i>)	30	Once per month, Diaconate
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last year</i>)	1	Pastor
Intergenerational Groups	0	
Outdoor Worship	0	Pastor, lay person -- (occasionally)
Prayer or Meditation Groups	1	Lay person
Public Advocacy Work	numerous	Lay people working individually on a number of issues
Retreats	20	1/yr, Pastor and Council,
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	3	Wedding coordinator
Worship (time slot: 9:00)	30	Diaconate with Pastor and Music Director
Worship (time slot: _____)	0	
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)
Linda Petrucelli		Local church	Clergy	Y
Shannon Clarkson		Local church	Youth and Education	Y

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:

Member and Associate Member

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
Director of Music		Part-time	Minister	>1 year
Church Cleaner		Part-time	Trustees	<1 year

REFLECTION

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

Attendance at Hokuhoa UCC follows the movement of the whales that visit our shores every year. From Thanksgiving to Easter our waters are filled with whales giving birth and caring for their young in the warm Hawai'i waters. Likewise, our church is filled with attendees, both local and visitors, singing joyfully and sharing fellowship. This is a very busy time for the pastor who must work diligently ministering to the many needs of a larger congregation while making sure he/she enjoys days off each week.

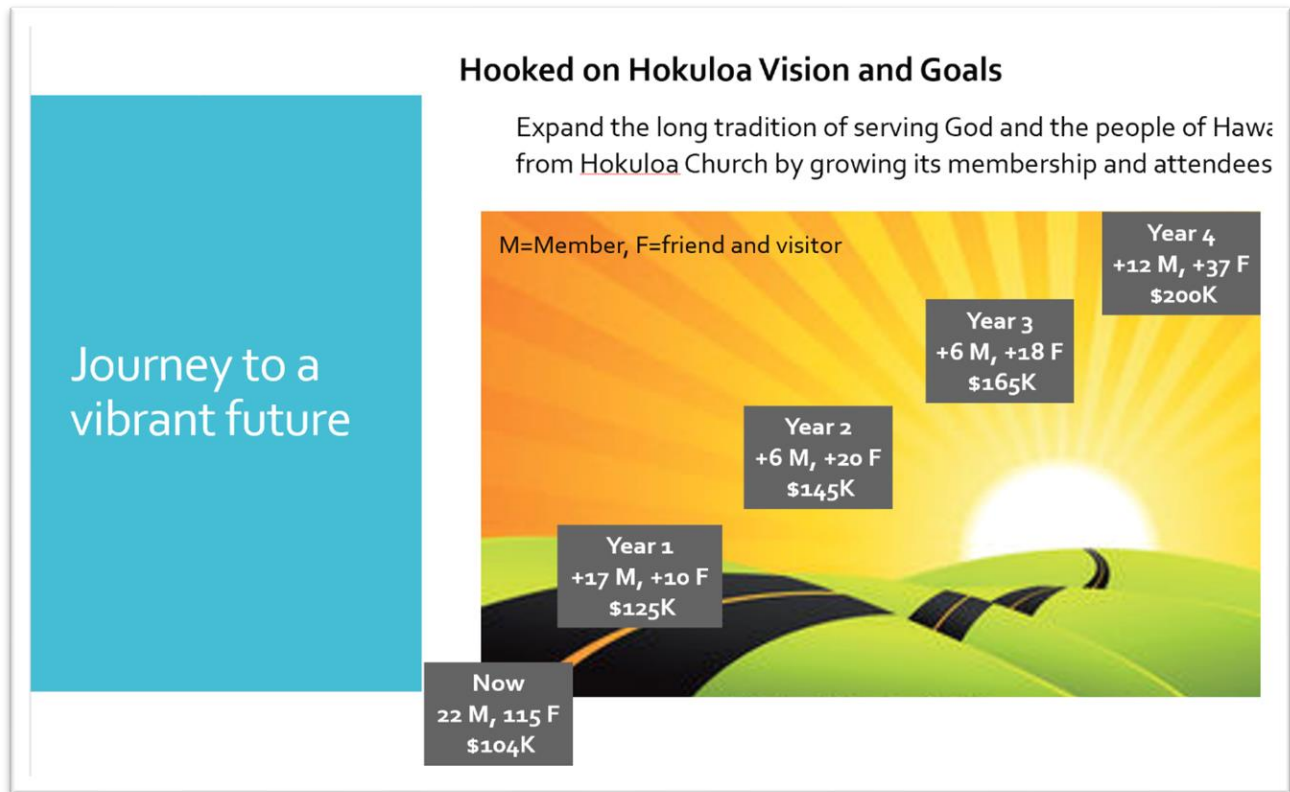
When the whales return to the cooler waters of Alaska in late spring, so too do our visitors return to their mainland homes. From April until October, Hokuhoa UCC becomes more of a local church with about 20 people attending each week. With this ebb and flow in attendance, we do our best to serve God and our community. We would like to have more local residents as regular attendees and

members and welcome our new pastor to lead us in this mission. We, especially, would like more young families with children to worship with us and to become the foundation for a robust children's program. Most members and regular attendees volunteer in some capacity throughout the year in services such as liturgist, fellowship, quarterly church maintenance, clerical, flowers for the service, and food collection.

In 2021, the Hokuloa Church Council formed a Church Futures committee to develop a plan for how we were going to recover from the effects of the COVID pandemic. The committee created a plan which they called Hooked on God at Hokuloa. The vision of the plan was to:

- Get more people into church.
- Feed them spiritually.
- Keep them coming back.

We seek to accomplish this vision by reducing spending in the short term and investing in systems to drive attendees and donations into the church. We set ourselves a five-year period with annual goals for each year. We have completed two years and have met the financial goals but are lagging in the attendee and membership goals. We look forward to collaborating with our new pastor to successfully complete the Hooked on God at Hokuloa plan and welcome the innovative ideas and leadership a new pastor will bring.



3e. CHURCH FINANCES

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

Source	Fiscal Year: July 2022 to June 2023	Amount
Annual Offerings and Pledged Giving		\$ 125,026
Endowment Proceeds	<i>Allocated Earnings on Investment</i>	\$ 5,218
Endowment Draw	<i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$ -0-
Fundraising Events	<i>Cultural and Musical Events</i>	\$ 1,754
Gifts Designated for a Specific Purpose	<i>(Local Mission Fund, \$4255; Building Fund, \$2121)</i>	\$ 6,376
Grants		\$
Rentals of Church Building		\$ 1,572
Rentals of Church Parsonage		\$
Support from Related Organizations	<i>(e.g. Women's Group)</i>	\$
Transfers from Special Accounts	<i>Commercial Weddings</i>	\$ 1,807
Other (specify):	<i>Loose Offerings, Anonymous</i>	\$ 9,820
Other (specify):		
TOTAL	General Fund Only \$145,197	\$ 151,573

Current annual expenses (dollars budgeted for current fiscal year July 1, 2023-June 30, 2024): \$137,438.

Attach most recent church budget. (Appendix 2)

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

For the next fiscal year, when our new pastor starts, we are striving to meet our Hooked on God at Hokulua financial plan, as we have for the past two years, which is to have annual revenues of \$165,000. The new pastor's total compensation package, as a full-time minister, will therefore be between 66% and 73% of the total budget.

Has the church ever failed to pay its financial obligations to a minister of the church?

Hokulua Church has paid its financial obligations to its ministers.

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

Hokuloa supports the UCC special offerings and has been 5-for-5 for many years (unfortunately we missed one of the offerings in 2022).

- 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?

OCWM is budgeted as a fixed dollar amount in the General Fund Budget - \$5,000. The other 4 special UCC offerings are not budgetted but members are encouraged to donate and all funds donated are forwarded to the Hawaii Conference.

What is the church’s current indebtedness?

-\$0.00-

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.

The next building project may be replacing the seven windows in our historic church.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
Pre-2015	Land Project	\$340,000	\$150,000	Reconfigure the church lot to include a portion of the historic Puako School lot and to compensate for land used for Puako Beach Drive. Restore shoreline vegetation to more natural conditions.
Pre-2015	Replace the Bell Tower	\$40,000	\$40,000	To replace the historic bell tower.

2017	Extravagant Welcome for new pastor	\$	\$ 25,190	To provide extra money to our new settled pastor to comfortably get established in Hawai'i.
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If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Extravagant Welcome was to prepare for the church's first Settled Pastor – to cover recruitment and moving expenses as well as transition to full medical and pension expenses.

Does your church have an endowment?

No, we do not have an endowment.

Other Assets

Checking, PayPal, PayPal Giving Fund \$ 28,350
Investments (other than endowment): \$ 181,777

The other assets represent the current balances in the General Fund (operating budget) and various designated funds. The current balances of the largest funds are:

1. General Fund - \$136,557 (balance is approximately equal to the annual budget)
2. Building and Grounds - \$28,679,
3. Local Mission - \$14,317
4. Sabbatical - \$9,897

Does your church have a parsonage?

No.

Describe all buildings owned by the church:

The church property is leased from the State of Hawai'i by the Hawai'i Conference Foundation. The land was originally "crown land" owned by the Hawaiian monarchy and dedicated for church use.

When Hawai'i became a republic and then a state, the state retained rights of ownership.

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

- The church (holds 60 people)
- Gazebo (bathroom, kitchen, storage, covered picnic area)
- Grounds are LEASED by the Hawai'i Conference Foundation from the State of Hawai'i.
- In addition, the Church rents a separate storage unit.

Which spaces are accessible to wheelchairs?

- The church entry is accessible with a portable ramp
- Outdoor Fellowship Space

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

The draft budget is carefully prepared by the Treasurer Team then reviewed and adjusted by the Council. It is then submitted to the Congregation for approval every year. We budget conservatively to ensure we are being financially responsible stewards of the church assets. Our congregation is generous and rises to the challenges when needed. Hokuloa values the ministries we perform to serve our congregation and local community.

We also value our pastors and believe in providing them with the most that the church can provide them with in terms of a comfortable living in an expensive locale. We are also constantly looking for new ways to raise additional financial resources such as beginning Non-member Weddings in 2019 and adding an Advertising and Outreach line item in 2022.

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.

Understanding Hokuloa's long history helps in understanding its present in Hawai'i.

Hokuloa Mission Beginning to Sugar Plantation Closure (1835 – 1914)

The Rev. Lorenzo Lyons (1807-1886) arrived in the Kingdom of Hawai'i with the fifth company of American missionaries in 1832 and was assigned to the Waimea station which eventually included 14 churches from Waipio Valley and Honokaa on the Hamakua coast to Kawaihae and Puako on the Kohala coast of the Big Island. Rev. Lyons, known as Makua Laiana among the Hawaiians, began work in the village of Puako about 1835. King Kamehameha III granted a parcel of royal land for the establishment of a church and school in Puako.

The existing historic Hokuloa Church was built by the Hawaiians over a period of two years as lava from the Mauna Loa eruption of 1859 (the volcano right above Puako, not the present-day volcano in the National Park on the other side of the island) reached the ocean nearby. The church was dedicated on March 21, 1860. The Puako School was built on adjacent land next to the ocean.

Sugarcane was brought to Hawai'i by Polynesian settlers and was cultivated widely on all islands. An extensive area of wild sugarcane was discovered growing in the Puako area in 1895. Puako translates as "sugarcane blossom." The Puako Sugar Plantation eventually covered 1,500 acres. Facilities included a sugar mill, wharf, and a railroad connecting them. The plantation was beset from its beginning with difficult growing conditions, floods, winds, and drought. The plantation closed in 1914.

Community Collapse and Rebirth (1915 – 1989)

Regular worship services at Hokuloa Church were discontinued after the closing of the sugar plantation. Only seven families remained in Puako. By the 1920's the school had burned and was not rebuilt. From 1914 to 1965 the church saw only intermittent use and deteriorated. The church lot and building continued to be held by the Hawai'i Conference Foundation. Economic uses of the Puako area following the sugar era included a kiawe feed lot and cattle shipping, honey-making, and the manufacture of charcoal. The US military conducted training exercises in the area during World War II.

After the war, interest in building vacation homes in the Puako area increased. A territorial survey done in 1950 by the Hawai'i Territory government established the path of Puako Beach Drive and divided coastal lands into 163 lots which were made available for home development. The road from Kawaihae to Puako was paved in 1964 and the Queen Ka'ahumanu Highway linking Kona and Kawaihae was constructed in 1975. Major tourist resorts were subsequently developed along the Kohala coast.

In the 1960's, an effort to repair the church was begun by the Hokuloa Historical Society, a short-lived, tri-denominational group that held services on the church grounds. The original wooden floor was replaced by concrete and a small restroom/storage building was constructed near the church. The restoration efforts came to a halt in 1967 when funds were depleted and interest in having rotating clergy waned.

Hokuloa UCC: "The Evening Star" Reappears (1990 – Present)

The next major renovation of the church took place in 1989 when the Hawai'i Conference Foundation and the Board of Homeland Ministries of the UCC funded a full-time pastor for Hokuloa UCC. The Rev. John Hoover was installed as the Organizing Minister to reorganize the congregation and lead worship. The church roof was replaced, and electricity installed along with other needed repairs. The church was rededicated on April 8, 1990. In recent years, septic and irrigation systems were installed, and the grounds were landscaped. The bell tower was restored in 2014.

Organizing Minister Retires

One of the most important events in the life of the church in the past 10 years has been the retirement of the Organizing Minister in 2016. Rev. Hoover served Hokuloa UCC for over 25 years as the only pastor the congregation has had since it was reorganized in 1990. This longevity allowed the church to grow in membership, finances, faith, and physical size. "Pastor John" was a steady and consistent

figure in the community which experienced much change, going from a sleepy rural area to the center of vast tourist resorts.

Four ministers in five years.

The second most important event in recent years has been a series of events. It is always difficult to replace a long-term leader. It is doubly hard when he is the only pastor the church, the congregation, and community has ever known. Consequently, we have seen two interims, one settled, and one designated term minister come and go. After a lot of self-reflection, the church has a better understanding of why this is. We had elevated expectations of a pastor and very little experience in partnering with a new one. We called ministers who were not ready for the challenges of a rural church in a distant land; and as a congregation, we did not sufficiently prepare ourselves for change. Of course, COVID compounded the challenges confronting our pastors and the congregation. The good news is that the congregation is now more aware of what it takes to support a new pastor, has put in place systems to promote their success, and are excitedly prepared to welcome a new spiritual leader. We are ready to make a religious call, not fill a position. We seek a partner, not an employee. We seek to do God's will humbly and collaboratively.

Hokuloa's commitment to the future:

While Hokuloa has faced many challenges in the last decade, the congregation's commitment to the church, the people, the place, and its history has never wavered. Two noteworthy events in the last ten years at Hokuloa occurred during these years of transition. We became the first and only Open and Affirming (ONA) church on the island – a distinction we continue to hold today. The congregation came together in the height of the pandemic and said that we were not going to close our doors but that we were going to put in place a bold plan to ensure that Hokuloa continues to carry out God's work on the South Kohala Coast – Hooked on God at Hokuloa.

In summary, the most important events in the church in the last ten years were successfully moving on from our founding and long-term Pastor of 25+ years, becoming the first and only ONA UCC Church, and adopting the Hooked on God at Hokuloa as a way to recover from the effects of the COVID pandemic.

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

The decision to become the first and only ONA church on Hawai'i island, was a meaningful one with an extensive process.

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.

In 2021, a committee was formed to establish a clear process for making decisions based upon consensus. The committee spent three months developing a process, using several different sources/models to ensure that they chose one that would work for Hokuloa. The committee trained the council and the congregation. It is now used for every decision. Since the process was put in place, conflicts have decreased.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. John Hoover, Organizing Minister, settled	1989 - May 2016	Y
Rev. William Hawk, interim	Jul 2016 - Feb 2018	Y
Rev. Joseph Medlin, settled	May 2018 - Sept 2020	Y
Rev. Dr. Jeff Glass, interim	Mar 2021 - Jan 2022	Dual-Standing with the Church of the Brethren
Rev. Dr. Gwendolyn Kehaunani Hill, designated term, 2-4 years	May 2022 - Present	Y

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

Every minister that has served at Hokuloa has brought gifts that have helped Hokuloa grow spiritually and in community with each other. We are grateful for every person who has chosen to serve our congregation.

Each person has helped the congregation understand what Hokuloa and our congregation needs to best fulfill God's mission on this Island. Our Founding Pastor, John Hoover, taught us the importance of long-term perseverance and commitment in serving God. He also shielded us from the hard work that is required to operate and grow a church, and at the same time serve the community, as he did much of the work himself. Pastor Hawk helped us grieve the loss of our long-time Pastor and friend, which is often the role of an interim. Our time with Pastor Joe, our first settled pastor in over thirty years, taught us many lessons. First, moving to a new place is hard and a congregation needs to be ready to help with the big things and the small things. Second, each pastor brings her/his own gifts, and they might not be the ones the congregation had planned. For instance, Pastor Joe did not have the gift nor the interest in administrative and computer work. The lay members worked to fulfill these needs over time. But the lesson learned was that it is just as important for a church to list in the church profile what the lay members do as it is to list what the Pastor is expected to do. We have reflected this clarity in this profile. Pastor Joe, with his gifts, led us through the adoption of our ONA covenant. Through this process we learned that change is difficult and that we must trust in God to see us through. We lost some members, and we gained new ones. Pastor Nani is helping us reconnect to our Hawaiian roots, something we have always wanted to do but were never able to do fully until she came with all her gifts. We were more prepared to collaborate with her on this journey because of the lessons we learned with our former pastors.

The congregation is now prepared to be open, flexible, and embracing of our new Pastor. We have full trust that Holy Spirit is working with us and will deliver someone with gifts that will surprise us and continue Hokuloa on its long 165-year journey of serving God on the Kohala coast.

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

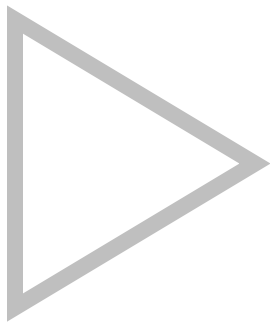
NO

Has your church been involved in a Situational Support Consultation?

NO

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

NO



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 a small church, Hokuloa UCC cares for many. We focus our activities in multiple areas:

- Welcome Island Visitors: As the church is located in the midst of four of the largest resorts on the island, we believe it is our “kuleana,” responsibility based upon relationship, to welcome them to their faith while they are visiting.
- Prayer Support Group: We ask for prayers of the people during Sunday service and send out a weekly email to a dedicated prayer group, asking for God’s intervention.
- Homeless Transition: While in many ways Hawaii feels like paradise, it has the same challenges of modern society: substance abuse, domestic violence, and homelessness. Our homeless ministry

works 1:1 with individuals and families to use non-profit organizations and government agency services to help them secure a home.

- Host Recovery Groups: Two evenings per week you will find people gathered around the great monkey pod tree outside our church's doors, supporting each other and praying together.
- Feed the hungry: Hokuloa has been feeding the people of the Big Island for decades. The ministry changes based upon the skills and talents of the volunteers. We have collected for food banks, made sandwiches for an addiction center, and made hot cooked meals weekly for our community's "kūpuna" elderly.
- Share our sanctuary: We share our church with a Chuukese congregation which uses it Sunday afternoons. They bring joy and music to the holiday services we share. They have large children's programs, and we host a vacation bible school for them every summer, to the delight of the children and our volunteers.
- Ocean Front Transformation: When King Kamehameha III gave the church land in Puako, it extended far beyond the borders of the current church yard. Reverend John Hoover worked for decades to implement a land swap with the state and secured a 65-year lease on the long, beautiful coastline north of the church. Hokuloa agreed to restore it to a park like setting, while the church gave the state the church's land across the street to maintain. The congregation raised money to remove decades of overgrowth. As all coastlines in Hawaii have public access, our neighbors in Puako appreciate our efforts and look forward to using it in the future.
- 5-for-5: The church has been a 5-for-5 church for many years.
- Community meeting place: Hokuloa church has been the meeting place of the community for a very long time. Currently we host community meetings and trainings regarding the local environment, such as care for the reef, disaster training, wildfire prevention, etc.

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

Hokuloa participates in the wider UCC mission in many ways. We encourage our Pastor to attend the Hawaii Conference Annual Meeting and the triennial General Synod. Lay members participate in the Conference, Foundation and Association. Members serve on governing boards, personnel, and investment committees. This year Hokuloa hosted the island wide Aha Mokupuni. We also support the UCC financially by being a 5 for 5 church.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (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

- | | |
|--|--|
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Faithful and Welcoming | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Just Peace | <input type="checkbox"/> None |

Hokuloa Church acknowledges the formational importance of these statements of belief and recognizes that they are adopted through discussion, study, and discernment. To date, Hokuloa has only developed an ONA Covenant. In the future, we would like to include other statements of faith for our congregation.

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?

Hokuloa is the only open and affirming church on the island. This brings our congregation great joy. We look forward to collaborating with our next minister to strengthen our commitment and widen our reach into the LGBTQ community.

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

There are several ecumenical activities that take place throughout the year. Various faith groups gather to celebrate, work through local issues, provide training, provide community care in times of need, etc. For example:

- Following the earthquake in 2006, several churches and community organizations worked together to provide shelter, food, and support for those in need.
- Hokuloa UCC works with other churches and community groups to provide food for the hungry and local Aids Foundation.
- Churches (including Hokuloa UCC) have worked together to provide family support to children identified by school social workers.
- Churches (including Hokuloa UCC) work with community organizations to provide disaster relief training (earthquake, hurricane, tsunami, wildfire, etc.)

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.

The mission of Hokuloa Church is: To follow Christ in our walk with God and each other - celebrating the traditions of our faith and the unique gifts of our Hawaiian heritage, sharing our aloha with neighbors near and far, and renewing ourselves and the earth by grace-filled living and giving.

Hokuloa UCC strives to live up to its mission. We incorporate the Hawaiian culture into our services and into our actions. The Hawaiian words aloha (love), pono (right-ness), kuleana (responsibility), and malama (care) are just a few the ways the church shares its character in our community and in the world around us. Various church activities from community meetings to church outreach encompass parts of our mission.

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 expect that the minister will help the church to be a vital part of the community. How our next minister does this will be based upon his/her gifts, skills, and the will of God. Pastor John was here for such a long time; everyone knew him and loved him. Hokuloa was able to reach many people because he touched so many lives during his tenure. Our next settled pastor, Joe Medlin, led us through the process of becoming an Open and Affirming church. Currently, we are blessed currently to have as our minister a Hawaiian woman who was born, raised, and employed as a Pastor on Kauai. She is helping us reach our Hawaiian neighbors and strengthen our Hawaiian cultural practices. We look forward to helping our new Pastor find his/her path to reaching our community and welcoming new people through our doors.

4b. MISSION InSite

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

The Hawai'i Conference UCC does not participate in the Mission InSite program as the US Census units in Hawai'i and the local community and governance structures are different than those typically found in the mainland US.

The State of Hawai'i includes seven inhabited islands with a total population in 2022 of about 1.4 million people. Hawai'i Island (Big Island) has the largest land area and a population of 200,629 in 2020 which represented a 15,000 person increase since 2010. Hawai'i County (coincident with Hawai'i Island) has a Mayor and County Council system of local government. There are no local governmental units smaller than the county in Hawai'i. There is a single public school system in Hawai'i governed by a state level board and department of education. The main industries on the Big Island are tourism, cattle, astronomy, and agriculture. There is a University of Hawai'i campus in Hilo and a community college in Kona, about 45 minutes south of the church.

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?

Hokuloa UCC is located in Puako, a small community on the coast in the South Kohala District. The church's members primarily reside in the Kohala area (South and North Kohala.) South Kohala has a population of 17,627.

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

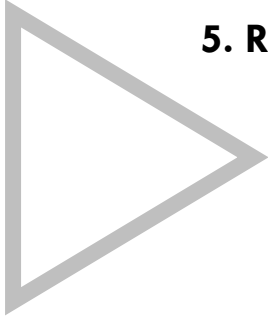
Hokuloa strives to be welcoming to all members of the community and visitors to the Kohala area. Local mission activities (e.g. hunger ministry, homelessness, environment, addiction group support, Chuukese and Marshallese congregation support) are intended to respond to known needs in the community. We value diversity and look forward to collaborating with our new pastor in becoming a more diverse congregation.

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

Hokuloa UCC is an anchor in the Puako community. It is a gathering place for community groups, a helping hand during times of crisis, and a center for donations during the holiday seasons. Even though there are two church buildings on the 2.5-mile-long Puako Drive, a Roman Catholic parish and a UCC congregation, it is Hokuloa that is known for being God's welcoming place for all. The community would like us to advance this ministry by keeping our doors and hearts open for the community. The community also appreciates the work our congregation has done, with the help of our former long-time pastor, to clear the ocean front land adjacent to our church building. Rather than a thick tangle of trees and invasive plants that blocked the beautiful views of the ocean and the shoreline, which by state law are available for all to use, it is now a parklike, natural setting with well-defined shoreline accesses. The church has hopes of turning this into a Peace Park.

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

When asked in a church survey, "What attracted you and keeps you coming to Hokuloa," the most frequent response was the friendly, welcoming attitude – the aloha spirit of the congregation. Other responses cited our worship, music, location, historic aspect, and Hawaiian cultural influence.



5. REFERENCES

Hokuloa References are available to speak with candidates during the interview stage.

REFERENCE 1

Mike O’Toole / President, Pacific Isle Builders / Puako, HI

(808)990-8081, Mike@pacificislehomes.com [Pacific Isle Homes - Hawaii Big Island Home Contractor](#)

Relationship to congregation: Active and long time community member, attends church when he can, he and his wife Diane raised their children in the neighborhood, President of the Puako Community Association.

REFERENCE 2

James Heacock / President of the Puako Historical Society / Puako resident

(808)333-1906 inhawaii@msn.com

[Puako : An Affectionate History: The Life Story of a Small Community on the Island of Hawai'i: Puako Historical Society, Puako Historical Society: 9781894694001: Amazon.com: Books](#)

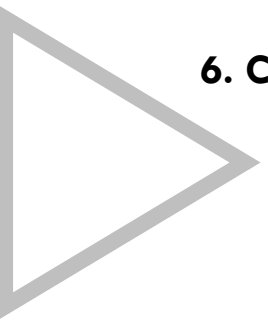
Relationship to congregation: Active and long time Puako community member, attends activities at the church, helpful to the Organizing Minister, John Hoover, when the church was being reformed.

REFERENCE 3

Rev. Eric Paul / Executive Director / West Hawaii Mediation Center

(804)514-9005 epaul@whmediation.org [Professional Staff - \(whmediation.org\)](#)

Relationship to congregation: Active member in the west Hawaii community, guest preacher in Hokuloa.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

Ever-faithful God, look graciously on the people of Hokuloa.

Be with us and lead us as we seek the next pastor for our church.

As we work to call a minister to our congregation, may we ask anew what it means to be the Church in our time, our place. In doing so, grant us perception, faithfulness, and joy, so that we may hear your voice in all our deliberations. Grant us also the desire and the ability to truly hear each other and those who have entrusted us with this process. Give us courage to respond and act as you lead us.

Come Holy Spirit.

And as ministers who are discerning where their ministry might newly lead them turn to you, we pray that they may have everything they need to be in relationship with the people who need them the most right now. Guide them in their paths and fully open their hearts to the possibilities of new ministry and service. Comfort and reassure them of your presence. Give them strength and courage to respond and act as you lead them.

Come Holy Spirit.

We pray this through Jesus Christ our Lord. 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.)*

This profile was prepared by the Hokuloa Church Search Committee consisting of three members and four associate members. It was reviewed by the church Council and current Pastor.

2. Additional comments for interpreting the profile:

Signed:

Karen Anderson / Council Moderator and Search Committee Chair / Sept 25, 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

Appendix 1: Hooked on God at Hokuloa Strategic Plan

Hooked on God at Hokuloa! Proposal Created by the Church Futures Committee

Introduction:

In the middle of 2021, a Church Futures Committee was formed to develop a strategy to bring Hokuloa back to a thriving church after the Pandemic and having four pastors in five years. The committee worked diligently on the task and produced lengthy documents and PowerPoint presentations. These all were circulated and presented to the congregation. It came to a vote in November 2021. As is Hokuloa's process, we used a well-defined consensus process to make the decision. The proposal passed.

As is often the way when trying to do God's work, the plan didn't turn out exactly as we envisioned. We thought we were looking for two ministers: an outreach minister and a part time Pastor. What the Holy Spirit brought to us was a very experienced, Hawaiian, woman Pastor who could do both roles. We therefore changed the job description and the congregation agreed to hire our current Pastor, Rev. Dr. Gwendolyn Kehaunani Hill.

*While the details did not work out as we planned, the goals and outcomes remain the same and are outlined below. This is exactly the proposal that was presented to the congregation for the **Hooked on God at Hokuloa** plan.*

Identify the central question.

- Shall the Congregation accept the recommendation of the Church Futures committee and adopted its Hooked on Hokuloa proposal which is a plan to transform Hokuloa back into a thriving church, using new ideas and strategies, in this new time of pandemic, technology, and declining church attendance?

Identify stakeholders that will be affected by the decision.

- The entire congregation

Identify the relevant facts.

- Vision:
 - Expand the long tradition of serving God and the people of Hawai'i from Hokuloa Church by growing its membership and attendees.
 - Get them

Hooked on God at Hokuloa

1. Welcome more people in the pews.
2. Feed them spiritually.
3. Keep them coming back.

- Strategies
 - Invest in and sustain strategies that

- Get more people inside, involved with and donating to Hokuloa
 - Inspire the entire congregation to work towards this new vision.
- Tactics – Three-Pronged Approach
 - A. Immediate steps: *to be done by the council within the next 3 months.*
 - 1. Reduce Spending in the short term**
 - Evaluate budget and find spending cuts that can be made in the short term
 - Hire a part time pastor for Sunday services
 - Develop a new budget for the second half of 2021 to match these changes.
 - 2. Invest in outreach efforts**
 - Hire an outreach minister, decide on the reporting structure
 - Invest in outreach programs as defined by the OM and the Outreach committee.
 - Form an outreach committee on the council (or choose to combine with the marketing committee).
 - B. Intermediate steps: *to be done by the committees/council within the next year*
 - 3. Plan for the long term**
 - Rework the pastor job description to be one that partners with an outreach minister
 - Evaluate the volunteer jobs and create a set that fits the new direction and all of the gifts in the congregation.
 - Timeframe
 - A. It's a journey, not a one-time leap. The committee recommends pursuing the strategy for four years to build up to \$200K revenues with 63 members and 200 friends, visitors, and guests. During this time close management should be given to progress with respect to these measures.
 - Budget Implications

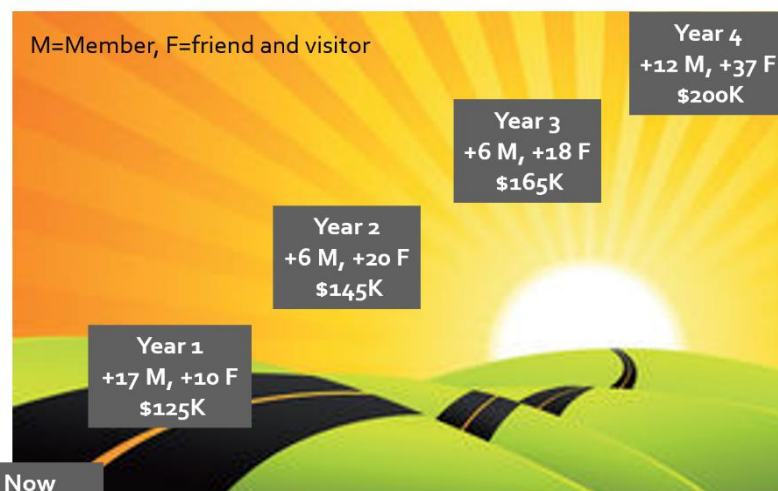
A. The committee did a budget evaluation on the proposal. The results are below. We expect the council and the treasurer to also perform a good financial analysis.

Revenue	Pre-COVID 4-yr average	COVID Jun 2020-Jul 2021	year 1 1/4 pastor	year 2 1/2 pastor	year 3 1/2 pastor	year 4 full pastor	
Envelopes, pledges, loose plate	\$107,359	\$100,476	\$125,000	\$145,000	\$165,000	\$200,000	
Other general fund	\$10,757	\$3,555	\$3,555	\$3,555	\$3,555	\$3,555	
UCC missions	\$2,059	\$975	\$975	\$975	\$975	\$975	
Total	\$120,174	\$105,006	\$129,530	\$149,530	\$169,530	\$204,530	
Expenses							
wider missions	\$6,379	\$4,975	\$2,000	\$2,000	\$6,500	\$6,500	
Music	\$6,477	\$4,825	\$4,825	\$4,825	\$6,500	\$6,500	
Education	\$334	\$529	\$500	\$500	\$1,000	\$1,000	
diaconate	\$3,088	\$125	\$500	\$500	\$1,000	\$3,000	
trustees	\$16,103	\$14,588	\$7,000	\$7,000	\$10,000	\$15,000	
admin	\$13,737	\$7,391	\$5,000	\$5,000	\$10,000	\$10,000	
pastoral suport	\$69,681	\$42,231	\$20,000	\$40,000	\$40,000	\$80,000	
Outreach minister and programs	\$456	\$235	\$60,000	\$60,000	\$70,000	\$70,000	
Total	\$116,255	\$74,900	\$99,825	\$119,825	\$145,000	\$192,000	
Surplus/Defecit	\$3,920	\$30,107	\$29,705	\$29,705	\$24,530	\$12,530	\$96,472

Journey to a vibrant future

Hooked on Hokuloa Vision and Goals

Expand the long tradition of serving God and the people of Hawa from Hokuloa Church by growing its membership and attendees.



Why the proposal would further the mission of the church

- It builds on Hokuloa's long list of strengths: location in the middle of large population centers: 4 resorts, 3 local communities, Hawaiian ancestry, ONA, large database of people, dedicated members and volunteers, etc...
- Mitigates Hokuloa's greatest risks: lack of attendance, decreasing funds, increasing costs, falling behind with the elements of church life that the new generation are requesting; technology, innovation, vibrant worship services, etc...

- It is a concrete plan, with clear metrics, that the entire congregation can work towards together.
- The proposal builds on the best of strategies for these changing times: hiring an excellent preacher who can deliver vibrant and innovative services which will bring more people into our pews, hiring a creative, outgoing expert who can partner with the plethora of organizations and communities surrounding Hokuloa, utilizes the gifts of many people in the congregation with regards to marketing and outreach, and provides a path for success, versus depending on one magic person to come in and save the day.

Describe alternatives that were considered.

- Die Gracefully
 - Too many people within our reach to be brought closer to God.
- Become a primarily online church.
 - This does not play into Hokuloa's strengths.
- Save money by sharing a full time Pastor with another church
 - Doesn't address our long list of challenges. While sharing a part time pastor might be the way to save money in the short term, we need something more than this to grow our congregation.
- Continue as is which means a full-time pastor with small congregation
 - The church cannot afford to support a full-time pastor without an influx of more people.
- Hire a pastor with the specific responsibility of growing the church
 - The study confirmed that hiring a young, innovative pastor who has experience growing a church is very difficult to do for a small church.
 - Hokuloa's past four pastors have confirmed that we expect them to wear many hats. Hiring someone into the current job description and asking them to do it differently will just be asking us to run into the same problems down the road.
- Have the UCC provide a designated, limited term pastor.
 - We don't know how long it will take to create a thriving future for Hokuloa and we do not want to be limited by a set term.
 - We do not believe a single minister will be able to fulfill the vision the committee has put forth.

Appendix 2: 2023-2024 Annual Operating Budget

Attached

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





Hokuloa United Church of Christ

General Fund Budget Overview: July 2023 to June 2024

July 2023 - June 2024

	TOTAL
Income	
300 INCOME	
310 Envelopes & Pledges	130,000.00
320 Loose Plate Offering	11,200.00
330 Interest Income	4,000.00
340 Other General Fund Income	3,500.00
360 UCC Mission Receipts (Five for Five)	600.00
366 Transfers In From Wedding/UBIT Fund	2,000.00
Total 300 INCOME	151,300.00
Total Income	\$151,300.00
GROSS PROFIT	
	\$151,300.00
Expenses	
500 WIDER MISSION	
510 OCWM - Basic	5,000.00
520 Other UCC Mission Disbursements	600.00
Total 500 WIDER MISSION	5,600.00
600 MUSIC	
613 Music Progam - Director (Employee)	7,425.00
613b Music Program - Accompanist	2,675.00
613c Music Program - Other	1,000.00
Total 600 MUSIC	11,100.00
630 EDUCATION Adults & Youth	
631 Christian Ed Supplies	300.00
632 Christian Ed Curriculum	375.00
633 Resources	100.00
Total 630 EDUCATION Adults & Youth	775.00
650 DIACONATE	
610 Worship	200.00
651 Pulpit Supply	1,200.00
654 Advertising & Outreach	1,500.00
656 Hospitality	500.00
657 Volunteer Encouragement	250.00
Total 650 DIACONATE	3,650.00
660 TRUSTEES	
663 Expendable Supplies	800.00
665 Church Cleaning	7,800.00
671 Water	6,000.00
672 Electricity (HELCO)	3,500.00
673 Yard Care	17,000.00
674 Pest Maintenance	600.00
678 Property Costs	500.00



Hokuloa United Church of Christ

General Fund Budget Overview: July 2023 to June 2024

July 2023 - June 2024

	TOTAL
680 Stewardship	300.00
Total 660 TRUSTEES	36,500.00
740 ADMINISTRATIVE SUPPORT	
742 Postage	565.00
743 Telephone	420.00
744 Office Supplies	350.00
748 Web/Internet	1,450.00
750 Recordkeeping / Database	940.00
752 Copier Service Contract	1,400.00
753 Office Equip & Depreciation Expense	500.00
756 Licenses and Transaction Fees	350.00
757 Payroll Required Taxes, TDI, WC	2,350.00
770 Office/Storage Rent	2,200.00
Total 740 ADMINISTRATIVE SUPPORT	10,525.00
800 PASTORAL SUPPORT	
810 Pastor's Salary	20,972.00
820 Housing Allowance	36,000.00
844 Social Security Stipend	4,358.00
845 Pastor's Payroll Related Costs	920.00
861 Professional Expenses	1,750.00
Total 800 PASTORAL SUPPORT	64,000.00
863 SEARCH RELATED EXPENSES	5,000.00
900 DENOMINATIONAL RELATIONSHIPS	
910 Annual Meeting	100.00
920 Association Dues	88.00
930 Other Memberships / Dues	100.00
Total 900 DENOMINATIONAL RELATIONSHIPS	288.00
Total Expenses	\$137,438.00
NET OPERATING INCOME	\$13,862.00
NET INCOME	\$13,862.00