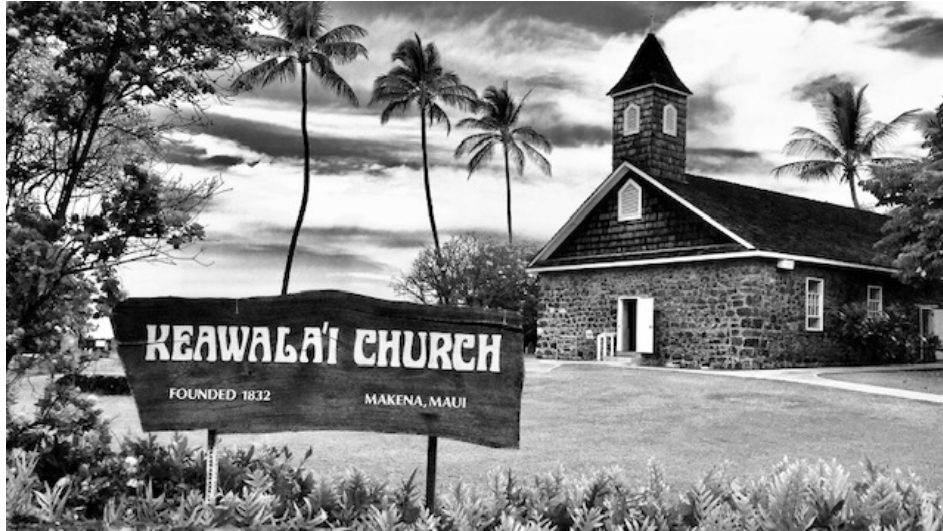


KEAWALA‘I CONGREGATIONAL CHURCH  
UNITED CHURCH OF CHRIST (USA)

## 2023 Annual Meeting Report



*“O ke Akua ka pu’uhonua a me ka ikaika o kākou, He kōkua kokoke loa i ka pōpilikia ‘ana.”*

**“God is our refuge and strength, a very present help in trouble.”**

*Psalm 46:1*

**Sunday, March 12, 2023  
Mākena, Maui, Hawai‘i**

**‘ŌLELO MIKIONA**  
**MISSION STATEMENT**



*Ho‘okumu ‘ia ka ‘Ekalesia o Keawala‘i e ko mākou mau kūpuna  
i kūpa‘a ma hope o ke aloha o ke Akua  
mai kekahi hanauna a kekahi hanauna aku.*

*‘O mākou nō nā haumāna a Iesū Kristo,  
e heahea akula me ke aloha i nā lāhui a pau i ko mākou ‘ohana.*

*Lawelawe ‘ia nā lāhui a pau e ko Keawala‘i  
ma o ka pilina ‘uhane o ke kaiāulu ākea,  
i ho‘olōkahi ‘ia ka ho‘omana Kalikiano  
me ka mo‘omeheu Hawai‘i.*

Keawala‘i Congregational Church founded by our kūpuna  
is committed to sharing God’s aloha  
from generation to generation.

As *haumāna* of Jesus Christ  
we welcome all, love all, and accept all into our ‘ohana.

Keawala‘i ministers to all  
through the spiritual gifts we share as a diverse community  
uniting our Christian faith and Hawaiian heritage.

Keawala'i Congregational Church  
United Church of Christ (USA)

2023 Annual Meeting  
Sunday, March 12 2023  
Mākena, Maui, Hawai'i

PROPOSED AGENDA

11:30 a.m.

Opening Prayer – *Kahu* Scott Landis

I. Review & Approval of Proposed Agenda - (*Pages 3-5*)

**Recommended Action:** To approve the Proposed Agenda.

II. Review of Minutes: 2022 Annual Meeting – (*Pages 6-15*)

**Recommended Action:** To receive the minutes of the 2022 Annual Meeting.

III. Report of Council, Boards, Committees, Programs & Pastor

A. Church Council – Edie Kapiko, Moderator (*Pages 16-18*)

B. Board of Deacons – Bob Brem (*Pages 19*)

1. Music Ministry Program – *Kahu* Landis (*Pages 20-21*)

C. Board of Mission & Outreach – Kate Acks (*Pages 22-23*)

1. Outreach Committee – Judi Pasco (*Pages 24-25*)

2. Steering Committee – Cindy Mead (*Pages 26-27*)

(*Hui Mālama O Keawala'i*)

D. Board of Trustees – Tom Nelson (*Pages 28-29*)

E. Report of the Pastor – *Kahu* Landis (*Pages 30-31*)

**Recommended Action:** To receive the Council, boards, committees, and program reports and the Report of the Pastor.

#### IV. 2023 Report of the Nominating Committee (*Pages 32-33*)

##### A. Nominations & Elections of Officers, Boards & Committees

**Recommended Action:** To receive the nominations for Officers, Board of Trustees including the *Pā ilina 'ohana/Pō'aialoha* Committee, Board of Deacons including the Choir Committee; Board of Missions & Outreach including the Mission Committee and Outreach Committee; Board of Christian Education including the Children's Ministry Committee, Youth Ministry Committee, and Adult Ministry Committee.

**Recommended Action:** To move that the nominations be closed and that all the nominations be placed on the ballot for election.

##### B. Affirmation of Appointments

**Recommended Action:** To affirm the appointment of delegates to the *'Aha Mokupuni* and *'Aha Pae'āina* meetings in 2023 and that the delegates will be the Moderator, Vice-Moderator and a member-at-large or members-at-large, if applicable.

#### V. 2023 Meeting Dates

##### A. Congregational Meetings

Annual Congregational Meeting - Sunday, January 28 , 2024

Semi-Annual Congregational Meeting - Sunday, September 10, 2023

##### B. Church Council

Sunday, June 18, 2023

Sunday, November 12, 2023

**Recommended Action:** To approve the dates for the Congregational meetings and Council meetings for 2023 and the annual meeting for 2024.

#### VI. 2022 Report of the Treasurer and Report of the 2023 Proposed Operating - Budget Thom. Probst (*Pages 34-37*)

The 2023 Proposed Operating Budget was developed through the work of the Board of Trustees in consultation with the various boards, committees and programs of the church as well as the Church Council.

**Recommended Action:** To receive the 2022 Report of the Treasurer and approve the 2023 Proposed Operating Budget.

VII. New Business

A. Church Council

1. Pastoral Search Committee Guidance
2. Church Council authority to re-designate funds as needed

VIII. Announcements

A.

B.

IX. Closing *‘Ohana* & Adjournment –*Kahu* Landis

Keawala'i Congregational Church  
2022 Annual Meeting  
Sunday, March 13th, 2022

CALL TO ORDER - The meeting was called to order at 11:39am by Moderator, Edie Kapiko. Kahu Scott Landis provided the opening prayer.

ATTENDANCE - See Appendix A

QUORUM - Edie did determine we have a quorum.

AGENDA - Motion was made by Kate Acks, seconded by Judi Pasco, to approve the proposed agenda. Motion carried.

MINUTES - There was one correction under the Nominating Committee - it should read Golf Committee, not Gold Committee. A motion was made by Kate Acks, seconded by Scott Rollins, to accept the minutes with one correction. Motion carried.

REPORTS -

Church Council - Pgs 13-15. Edie said nothing further to add.

Board of Deacons - Pgs 16 & 17

Board of Mission & Outreach - Pgs 20 & 21

Outreach Committee - Pgs 22 & 23

Steering Committee - Cindy Mead added that the report was written in November and since that time, so many things have come up and she wanted to thank all the angels that volunteer their time.

Board of Trustees - Pgs 27 & 28

Report of the Pastor - Pgs 29 & 30 - Kahu Scott wanted to acknowledge the work of the committee that met almost weekly, when we were deciding if we should open or close, for their wisdom. Bruce, Edie, Sue, Bob, Ellen and Tom.

Bob Nelson added that he is very grateful for the members of the Hui Malama Committee that helped him. Dennis Barger asked why no report from the Christian Ed Committee and Edie and Scott let him know that the committee has not met at all in the past year.

Motion was made by Kate Acks, seconded by Earlene Cummings, that we receive the Council, Boards, Committee & program reports and the Report of the Pastor. Motion carried.

## NEW BUSINESS -

Pastoral Search Committee - Bruce Burkitt, chairman of the committee kindly excused Kahu Scott. He reported the following:

### Search & Call

The journey began when in 2019 Kahu Alike informed the church he would be retiring in Feb 2020.

The CC (Church Council) asked Thom Probst, Judi Pasco, Tom Nelson, Nathan Moore & Sue Nygren to form the interim pastor search committee. They met weekly for several months during 2019 to follow the required steps to create the position description and get it posted on the UCC national bulletin board. The committee received several expressions of interest and interviewed 3 candidates via Apple Facetime (yes, there was life before Zoom). Scott Landis was the clear “winner” and the committee recommended his hiring to the CC. The CC accepted and approved the hiring of Scott as our interim minister.

Scott is an ordained UCC minister and had been a senior pastor at the Mission Hills United Church of Christ in San Diego, CA for the previous 15 years. He attended Temple University where he received a BA degree in religion, Eastern Baptist Theological Seminary where he received a Master’s in Divinity, Moravian Theological Seminary where he received a Master of Arts degree in Pastoral Counseling, and Princeton Theological Seminary where he received a Doctorate in Ministry degree.

As you recall, Scott gave his first sermon on March 1st, and then again on March 8th and then COVID hit, and we had to shut everything down. Scott & husband Randy quickly had a Facebook service on the next Sunday and we have been streaming ever since.

Given the uncertainty of COVID, the CC decided to delay our permanent or settled pastor search until things became a little clearer. As the initial phase of COVID started to taper off, the decision was taken to commence the S & C process early in 2021. Edie Kapiko, Judi Pasco, Evelyn Brown, Linda Somera, Loretta Brem, Taka Harada and I (Bruce) were asked to form the search committee.

At this point on behalf of the CC, I would like to thank the members of both committees for the unbelievable number of hours you gave to the church along with your great ideas and leadership.

The committee met weekly via Zoom to accomplish the tasks. The greatest time consumer was completing the Local Church Profile, which is like a resume for the church that is made available to interested candidates. The blank profile is 23 pages long, our completed profile is 36 pages with numerous attachments. Scott was an active advisor to the committee during this time and we met a couple of times with David Popham, the conference minister, for his guidance. The committee was very happy with Scott's advice during this challenging time.

The committee met with interested members of the congregation to discuss the search process and seek their input on what they valued most about our church and where they saw room for improvement.

Our job description was posted on the UCC Ministry Opportunities bulletin board in mid-August last year. This is a national bulletin board that lists available ministerial positions throughout the US. And we eagerly awaited the personal profiles of interested candidates...and we waited... and waited...

We did receive two profiles but it was clear the individuals were doing a mass mailing to all open positions on the bulletin board and were not a fit for us. It became evident, due to the lack of qualified responses, that things had changed. In early November, we queried David Popham and were told that no churches are receiving responses to their listings on the bulletin board throughout the country.

The UCC has a general rule that interim pastors cannot become the permanent pastor except in exceptional circumstances.

Our committee met and agreed that we were and are in exceptional circumstances and that we should discuss with Scott if he would be willing to continue as our minister. A conversation was held with Scott and he indicated he wanted to think about it and needed to talk with the conference minister, David Popham. David & Scott agreed these are unusual times... Scott was not looking for another permanent position as he works towards his own retirement but stated he was willing to serve in a roll as a Transitional Pastor for the next two to four years. This approach was approved by David Popham.

The S & C committee made the recommendation to the CC that the Rev. Scott Landis be given a call to serve as our Transitional Pastor for an approximate two-year period with the ability upon mutual consent to extend the period for up to an additional two years. The CC approved the recommendation.

A call agreement has been prepared and approved by the Trustees personnel committee.

As required by our by-laws, election of pastors shall be by written secret ballot and shall require 2/3 vote of those general members present.

Bruce then opened it up for discussion before we voted. Dennis Barger stated we are basically just extending the interim Pastor and calling it something else. Bruce stated it's a 3rd position called Transitional and Dennis said that does not exist in our by-laws. Dennis questioned why we were calling it this and Edie noted in our bylaws in Article 9 under Pastors it says Pastors shall be called at a General Membership meeting held at such time and place as the Church Council & Board of Directors designate. Election of all pastors shall be by written secret ballot and shall require 2/3 vote of those general members present at said general membership meeting. Basically, all pastors are to be elected in this manner. Karen Rollins and Jackie Strahn volunteered to help distribute and count the ballots. Only General Members can vote. Edie did say that the current search committee will be disbanded and a new one formed. Dennis inquired about the term of the service for the Search Committee. Judi Pasco added that the continuity is valuable to those that have already served. Dennis said the Bylaws need revising. Edie said we are already thinking about doing this. The results were 31 yes and 1 no. Applause followed. Laurie Chang shared with us that in 1988, when they returned to the island and she came back to Keawala'i, they attended church and the sermon was "What does Liturgy mean to you?" and there were only 5 people in attendance. That was the beginning of this church again.

REPORT OF THE NOMINATING COMMITTEE - Edie said basically the Church Council and they asked chairs of the various committees to search for people to serve. The Board of Deacons were able to secure a few people to serve but the Board of Trustees were not so lucky. Dennis noted he would like to serve on the Board of Christian Education but we need to check the Bylaws. Judi inquired if Ellen can still serve on Parish Relations. Yes, as long as she is a member of the church. Bob Nelson said he would like to serve on Parish Relations if it's possible for him to serve even though he is an associate member. We need to check in the Policy & Procedures manual.

Motion was made by Dennis Barger, seconded by Kate Acks to accept the nominations as is listed with one addition - Bob Nelson to the Parish Relations Committee (3-year term), for the various Officers, Boards and Committees. Motion carried.

AFFIRMATIONS OF APPOINTMENTS - Motion was made by Sandy Farmer Wiley, seconded by Kate Acks, to affirm the appointment of delegates to the 'Aha Mokupuni and Aha Pae'aina meetings in 2022 and that the delegates will be the Moderator, Vice-Moderator, and a member-at-large or members-at-large if applicable. Dennis asked who decides who the members-at-large are. The Church Council and we only get two. Motion carried.

REPORT OF THE TREASURER AND REPORT OF THE 2022 PROPOSED OPERATING BUDGET - Thom Probst reported we survived 2021 but did end the year with a deficit. Regarding the budget for 2022, the committee met on November 5th. It was not an easy process and they based a lot of their expectations on 2019. We have some known areas of increase on the expense side such as medical and building & flood insurance. They spoke to the various Boards & Committees. They budgeted for a 4% increase in payroll for our administrative coordinator and a 5% increase for Kahu. We had a slight increase for buildings and grounds for our ground maintenance and tree trimming. Our bank charges increased. We get charged for credit card fees if people donate through Vanco. We are switching over to Apple in the office. On the expense side, we are predicting \$399,556 and on the income side, \$309,300, which will leave us with a \$90,256 deficit. We will continue to do two appeals a year. Just so folks are aware, it costs approximately \$7,000 a week in operations of our church. 67% is made of personnel. Our total income for January of this year was \$14,404 and our expenses were almost \$28,000 so we are not meeting our expenses, so we really count on the appeals. Bob N asked what the line item for wedding expenses was and Thom explained that there are expenses involved but most of the time the wedding party covers those. We are no longer paying for musicians but do pay the GET taxes on the income earned for weddings. Bob asked that we review the compensation for organist and music director, as he said we are way off. Fred P asked if we have considered additional solar panels. We need a new roof first.

Motion was made by Bruce B, seconded by Dennis B to receive the Treasurer's Report. Motion carried.

MEETING DATES -

Semi Annual Congregational Meeting -  
Sunday, September, 25th, 2022

Church Council -

Thursday, March 3rd, 2022

Monday, June 6th, 2022

Monday, September 12th, 2022

Monday, November 14th, 2022

Annual Meeting -

Sunday, March 12th, 2023

Motion was made by Bruce B., seconded by Kate A. to approve the dates for the Congregational and Council meetings for 2022 and the annual meeting for 2023. Motion carried.

#### ANNOUNCEMENTS -

Judi added God Bless to all those that serve day after day. Edie thanked all the committees and to Tony Alleyne & Thom Probst for being such dedicated members of our church and for all they do.

UA PAU - The meeting was closed with the singing of Iesu No Ke Kahuhipa and Kahu Scott provided the closing prayer at 12:38pm.

Respectfully submitted,

Sue Nygren

Secretary

## Appendix A

### GENERAL MEMBERS

Kate Acks	Cindy Mead
Dennis Barger	Tim Mead
Evelyn Brown	Karen Nelson
Phil Brown	Tom Nelson
Bruce Burkitt	Sue Nygren
Cindee Burkitt	Fred Pasco
Laurie Chang	Judi Pasco
Earlene Cummings	Annetta Probst
Elizabeth Current	Thom Probst
Sandy Farmer Wiley	Karen Rollins
Barbara Fernandez	Scott Rollins
Diane Gruber	Linda Somera
Jim Gruber	Jackie Strahn
Edie Kapiko	Joan Terhorst
Danette Kong	N Jean Walker
Georgia McMillen	

### ASSOCIATE MEMBERS

Kathy Joy Anderson  
Bob Nelson

### OTHER

Kahu Scott Landis

## Proposed 2022 Budget Detail

### Ordinary Income / Expense

#### Income

4400 – Revenue	
4401 • Tithes and Offerings	
4401-B Summer Appeal	45,000
4401-A Winter Appeal	70,000
4401 • Tithes and Offerings – Other	<u>185,000</u>
TOTAL 4401 • Tithes and Offerings	\$300,000
4422 • Wedding Income	5,000
4470 • Interest Checking	<u>300</u>
 TOTAL 4400 – REVENUE	 \$305,300
 4500 • Other Church Revenues	
4507 • Donations – Flowers, etc.	0
4525 • Gift Table Sales – Gen. Fund	<u>4000</u>
Total 4500 • Other Church Revenues	\$4000
 <b>Total Income</b>	 <b>\$309,300</b>

#### Expense

5110 • Advertising	300
5112 • Aloha Hour & Kitchen Supplies	900
5120 • Boards and Committees	
5121 • Board of Deacons	7,000
5122 • Board of Trustees	100
5128 • Board of Mission & Outreach	7,500
5124 • Church Council	300
5125 • Music Ministry	600
5126 • Sunday School Program	100
5632 • Outreach Committee	<u>300</u>
Total 5120 •	\$15,900
 5140 • Payroll	
5142 • Choir Director	11,514
5144 • Organist	6,500
5146 • Sunday School Coordinator	3,700
5151 • Outreach Coordinator	4,540

5150 • Payroll Taxes & Insurance	<u>2,500</u>
Total 5140 • Payroll	\$28,754
5170 • Wedding Expenses	<u>1,500</u>
Total 5100 • CHURCH SERVICES EXPENSE	\$47,354
5200 BUILDINGS & GROUNDS	
5209 • Custodian	
5210A • Custodian	10,512
5210B • Payroll taxes and insurance	<u>1,000</u>
Total 5209 Custodian	11,512
5230 • Grounds Maintenance	8,000
5235 • Tree Trimming	6,300
5240 • Insurance	21,000
5255 • Repairs & Maintenance	6,500
5260 • Rubbish Removal	2,500
5265 • Property Taxes	2,500
5268 • Security	800
5270 • Utilities	<u>12,000</u>
Total 5200 • BUILDINGS & GROUNDS	\$71,112
5300 • GENERAL & ADMINISTRATIVE EXPENSE	
5315 • Bank Charges	1,500
5323 • Copy Machine	10,000
5325 • Bookkeeping & Payroll	16,000
5335 • Office Supplies & Expenses	7,700
5339 • Payroll – G & A	
5341 • Administrative Coordinator	42,640
5347 • Courier	1,800
5346 • Payroll Taxes & Insurance	<u>21,000</u>
Total 5339 • Payroll – G & A	\$65,440
5360 • Postage & Mailing	3,000
5365 Equipment Repair & Replacement	2,200
5370 • Phone, Fax & Net	<u>1,300</u>
Total 5300 • GENERAL & ADMIN EXPENSE	\$107,640
5400 • PASTOR’S COSTS	
5410 • Auto Expense	4,400

5421 • Housing Allowance	55,000
5430 • Payroll	
5430 • Payroll Insurance	1,400
5432 • Regular Salary	63,000
5430 • Payroll Other	700
5440 • Medical / Dental	<u>24,000</u>
Total 5430 • Payroll	\$89,100
5450 • Pension	<u>17,000</u>
Total 5400 • PASTOR'S COSTS	\$165,500
5600 • OTHER CHURCH EXPENSE	
5607 • Flowers	1,000
5627 • Gift Table Mdse. – General	4,000
5630 • Miscellaneous Expenses	1,000
5650 • Taxes, penalty & interest	100
5657 • Church Dues/conferences/workshops	1,000
5681 • Excise Taxes	750
7010 • Income Tax	<u>100</u>
Total 5600 • OTHER CHURCH EXPENSE	\$7950
<b>NET TOTAL EXPENSE</b>	<b>\$399,556.00</b>
<b>NET LOSS OF:</b>	<b>-\$90,256.00</b>

-

Note 1: A transfer of funds from savings will be necessary to balance the budget.

## **2022 REPORT OF THE CHURCH COUNCIL**

Edie Kapiko, Moderator

Bruce Burkitt, Vice Moderator

Linda Somera, Secretary

Thom Probst, Treasurer

Tom Nelson, Board of Trustees

Bob Brem, Board of Deacons

Kate Acks, Board of Mission & Outreach

*I will put my law within them and will  
write it upon their hearts and I will be  
their God and they will be my people*

*Jeremiah 31*

### **Church Council**

The Church Council, being the elected governing body and representative deliberative group of the church acting on behalf of the congregation, is composed of the church officers and the Chairpersons of the Boards of the church. The Church Council is responsible for reviewing the actions taken by the Board of Trustees, the Board of Deacons, and the Board of Mission and Outreach.

### **Meetings**

Members of the Church Council met via zoom in March, June, September, and November of 2022 and an in-person meeting at the church on January 8, 2023.

### **Covid was still with us**

Upon reopening in October of 2021 we were doing good with in-person and virtual services and made it to Christmas Eve service and then the covid numbers started climbing and we had to close our doors yet again on January 2nd. Fortunately for us we have our telecommunication experts, Tony Alleyne, aka the “Vimeo man” and Thom. Probst, Tony’s technology partner. They were able to keep us connected via the virtual network. *Mahalo Nui Loa guys.*

By February 13th the numbers were down, and we were able to re-open for in-person service. Slowly people started coming back, many of them visitors. Some members still wary of the virus decided to stay home and attend church virtually.

### **The Walkway Project**

The walkway project has been in the talking and planning stage for a long time and the Board of Trustees were finally able to bring it to fruition. It runs from the front of the church winding through

the yard to the pavilion. It has been a blessing, especially for those who use walkers and wheelchairs. The Trustees were able to complete the job by the end of February at which time *Kahu* Scott did a blessing and a thank you to the Trustees for a job well done. The Trustees were also able to reseed the area under the octopus tree with new soil and grass. The area is used for outside seating for many people who attend Sunday services. Many have complimented and commented on how comfortable the area has become. *Mahalo Nui Loa* to the Board of Trustees.

### ***Aloha 'Oe***

March 6th was a bittersweet service when we needed to bid *aloha* to Taka Harada and Ellen Caringer. They have moved to Kaua'i to be closer to Taka's family and they will be sorely missed. Taka and Ellen have been part of the backbone of this church and we will miss the beautiful writings and poetry of Taka's and the beautiful music that comes from Ellen. They are and will always be a part of Keawala'i. We wish them God's blessings for their transition.

### **Easter Season**

We may have blessed Kaua'i with Ellen, but Keawala'i is blessed to have Danette Kong and Cameron Keys. They are instrumental in holding up and working in our music ministry. Danette has taken the place of Ellen at the piano and doing a beautiful job and Cameron has been our soloist during the times when the choir could not sing because of covid. They put together beautiful music for our Easter service and will be leading the music ministry going forward. Danette has agreed to be our pianist and Cameron has volunteered to lead the choir. Danette and Cameron decided that it was safe enough to re-start the choir for the Christmas service and will be holding regular choir practice on Sunday mornings. We say *Mahalo Nui Loa* to Danette and Cameron for taking care of our music ministry. God has blessed us, and we are most grateful.

### **Parking lot**

In March, the Goodfellow Bros. Company asked the Board of Trustees for permission to use a portion of the parking lot to house their supplies and equipment as they had a big project to put in a waterline pipe fronting the church and back up towards the Makena landing area. They were good about keeping their area neat and orderly and when they were done in August, they helped us with grading and expanding our parking area next to the wall fronting the octopus tree and repaving the "handicap" parking area fronting the wall. It was a win-win partnership, and we are most grateful to the Board of Trustees and the Goodfellow Bros. It is a blessing.

### ***Ho'ohui (reunion)***

In November, the Board of Deacons planned and hosted a "homecoming" Sunday which was a great success. Each deacon had a list of members and friends to call and invite them to attend service and have lunch afterward. They had a great turnout and it was so nice to see people we had not seen in a long time. There were a lot of hugs and kisses. *Mahalo Nui Loa* to the Board of Deacons for doing a great job all year long. You are a blessing to the church.

## Christmas Eve Service

Our Christmas Eve service was well attended and as usual, held on our front lawn. It was a beautiful, balmy evening with Christmas trees lit up and decorated with flowers. We had beautiful music with our two special guest artists, Anthony Pfluke and Sheron Leihuanani Bissen and hula to O Holy Night by Karen Rollins, Cindy Burkitt and Edie Kapiko. The choir led the congregation in singing the Christmas Hymns as *Kahu* Scott and liturgist, Georgia McMillen, read the liturgy. Of course, when we end the service with Silent Night and all the candles get lit and held up in the night air, it is pure “chicken skin”.

As a big plus, *Kahu* Scott had a regular service on Christmas morning with about 70 people in attendance and 2 baptisms. God is good.

## Closing

We look forward with hope that God will guide us forward as to what he sees Keawala'i to be, what is he calling us to do. These are the questions we ask as we introduce our new pastoral search committee, Linda Somera, Sue Nygren, Diane Gruber, Joe McDermott and Nathan Moore. They will be doing the search for the new pastor for Keawala'i. We pray for God's guidance to be with them.

In closing, I would like to thank all the Boards and committee members for their dedicated and faithful service, the Church Council for keeping us on track and our Administrative Coordinator, Andrea Yopez, who keeps things moving forward in the church office and contributes in so many other ways.

We thank *Kahu* Scott for being our *kahuhipa*, our shepherd, who has been a god send for these trying times and we thank Randy, his partner, for his love and support through all of this.

I especially want to thank the '*ohana* of General Members, Associate Members, friends and visitors who support the needs and mission of the church and help with all the various tasks that are required to keep the church moving and maintained. Special thanks to all the *Menehunes* who help with all the different tasks that come up around the office, sanctuary and church grounds.

*Mahalo Nui Loa*

*Mahalo Ke Akua,*

Edie Kapiko, Moderator

## 2022 REPORT OF THE BOARD OF DEACONS

Robert Brem, Chairperson ('24)

Alex Butler ('24)

Cindy Mead ('24)

Karen Nelson ('25)

Sue Nygren ('23)

Victoria Smith ('24)

Jackie Strahn ('23)

John Whittemore ('24)

Earlene Cummings (Emeritus)

The year started with virtual services live-streamed on Vimeo. The COVID-19 infection numbers soon declined, and we restarted in-person worship. We continued to require masks for individuals sitting inside the sanctuary. We also asked that those who were not fully vaccinated to consider sitting outside. We modified our procedures to be more hygienic. Communion bread is now distributed using tongs and the offering bowls are no longer passed along down the pews. After a few months, our mask mandate was relaxed, although many continued to wear them inside.

We resumed our Easter sunrise service outside on the church lawn. On Good Friday, we set up our floral cross and adorned it with single white lei. We implemented some changes from previous Easter services to avoid the crowding that occurs during Communion. Prepackaged elements were handed out to worshippers upon arrival, and they were invited to place flowers on the cross prior to the start of the service.

The Board of Deacons is responsible for maintaining church membership rolls. We conducted a membership forum and received new members. We also honored requests to transfer memberships to other churches. We resumed our Aloha Hour following service, with the Deacons helping with setup and serving.

Fran Aarona provided the deacons and liturgists with online instruction in *'Olelo Hawai'i*, so as to help us with our pronunciation and understanding of the Hawaiian language used in our worship.

Attendance remained low through the summer. The Deacons and *Kahu* Scott started discussions about what we might do to encourage more folks to return in person to Sunday morning worship, even while we continued with live streaming. We planned a 'Welcome Back' or *Ho'ohui* Sunday in November, with food and entertainment to follow the service. Deacons called members with a personal invitation. Attendance that Sunday was over 150, with many staying for the luncheon under the pavilion. The Deacons all prepared and served sandwiches, side dishes and desserts. Our *ukulele* band provided live music. It was a wonderful afternoon of fellowship that was enjoyed by all.

Following Thanksgiving, deacons and volunteers set up Christmas trees and the Advent candles, and decorated the sanctuary. Our Christmas Eve candlelight service was attended by over 500 members and guests. Highlights included music provided by Maui guitarist and singer Anthony Pfluke, and our own Keawala'i choir with a sublime solo by Sheron Lehuana Bissen. *Mahalo nui* to all who worked on the planning, setup, performance, and clean up; it would not happen without your efforts.

Respectfully submitted,

Bob Brem

## 2022 REPORT OF THE MUSIC MINISTRY PROGRAM

Cameron Keys, Choir Director  
Danette Kong, Church Pianist

### Choir Committee

Cindee Burkitt, Laurie Chang, Elizabeth Current,  
Kathy Smith, Keiko Vennard

### **Psalm 59:16-17**

*Akā, e 'oli aku au i kou mana;  
'O ia ho'i, e hīmeni leo nui aku au i kou aloha i ke kakahiaka;  
No ka mea, he wahi malu a'e nei 'oe no'u,  
He pu'uhonua i ko'u lā i pōpilikia ai.  
E ko'u lkaika, iā 'oe nō wau e mele aku ai;  
No ka mea, 'o ke Akua nō ko'u wahi e malu ai, 'o ko'u Akua aloha mai.*

But as for me, I shall sing of Your strength;  
Yes, I shall joyfully sing of Your lovingkindness in the morning,  
For You have been my stronghold  
And a refuge in the day of my distress.  
O my strength, I will sing praises to You;  
For God is my stronghold, the God who shows me lovingkindness.

### **Mission**

We are so grateful for all the work involved by so many to continue our tradition of excellence in our music program. We seek to bring both variety and ensure cultural sensitivity in our musical selections and offerings. Singing praise as a community can bring heaven to earth.

### **Special Services**

On Easter Sunday morning Taka Harada's *Keawala'i* anthem with Danette on piano; Kekoa Harman, Hawaiian interpretation; Karen Rollins, Hula; Kanikapila Hui ended with the Hallelujah Chorus (Handel, Shin)

On Christmas Eve we had the honor of having Anthony Pfluke join in our service on vocals and guitar as well as Sheron Leihuanani Bissen as our soloist for "O Holy Night," and hula dancers, Karen Rollins, Edie Kapiko and Cindee Burkitt.

### **Guest musicians**

At the risk of leaving someone out, for which we apologize in advance, it is always so wonderful to welcome guest musicians to our services who join us in worship. In 2022, we welcomed some guest musicians including:

Ilse-Mari Lee for her organ playing, and Ellen Caringer for her piano playing. It was a delight to hear them in duet.

David and Carol Red as soloist and pianist.

Rob Ballard as soloist.

Christophe Javon as a guest pianist who was available with very short notice to cover for a few weeks for our pianist who was out due to illness.

We were also blessed with the regular participation of the *Kanikapila* group (*`ukulele* and guitar players) under the committed leadership of Dennis Barger which rehearses weekly at Kalama Heights.

### **Choir**

In December, our choir officially resumed. We are now back to practicing regularly on Sundays at 8:30 a.m. We were blessed by Cameron Keys being a faithful hymn leader and he has more recently taken on the role of Choir Director. We look forward to many future Sundays when the choir will offer anthems to enhance our worship.

### **Choir Committee**

There is a Choir Committee, but they really have not met at all this year, except to make consensus votes via email. There are several members of the committee who have been present to greet and prepare refreshments for community concerts. Concerts sponsored this year were the Maui Classical Music Festival in May and the Ben Verdery Guitar Class and Concert in July.

### **Piano**

We would like to give a special thanks to Danette Kong, our pianist, who has faithfully provided music selections and beautiful piano playing for our weekly Sunday worship services. Danette took on the position which allowed us to seamlessly transition from Ellen Caringer who moved to Kaua'i in March. It was with great celebration and many tears that we bid Ellen farewell along her husband Taka Harada. We offered countless lei and aloha as we hugged and thanked her for her many years of service.

*Me ke aloha o ke Akua,*

Music Ministry Team

## 2022 REPORT OF THE BOARD OF MISSION & OUTREACH

Kate Acks

Edie Kapiko

*“Let us not become weary in doing good,  
for at the proper time we will reap a harvest if we do not give up.”*

*“Mai ho’opalaleha kākou i ka hana maika’i; no ka mea, i ka wā pono e  
‘ohi auane’i kākou, ke ho’onāwaliwali ‘ole kākou.”*

*Galatians 6:9*

### Preface

Keawala’i’s Board of Mission & Outreach oversees the Mission Committee, Outreach Committee (Judi Pasco, Chairperson) and the Steering Committee for *Hui Malama O Keawala’i* (Cindy Mead, Chairperson).

### SPECIAL OFFERINGS

Although the Board of Mission & Outreach did not meet during 2022, some special offerings received during the year fall under the *kuleana* or responsibility of the board. They provide support for the various levels of our church life including Keawala’i, the Hawai’i Conference and the national offices of the United Church of Christ. A total of \$1,242 was received in 2022 from the following:

#### **‘Ōpūkaha’ia Scholarship Fund - February 2022**

The fund provides scholarships for Hawai’i residents seeking graduate theological studies. The fund is administered by the Hawai’i Conference - United Church of Christ. A total of \$200 was received in 2022.

#### **One Great Hour of Sharing (OGHS) - March 2022**

This offering raised \$895 this year and provides support for refugees, relief and development work in more than eighty countries around the world. The funds are administered by the United Church of Christ Humanitarian and Development Ministries in Cleveland, Ohio.

#### **Christmas Fund Offering for Veterans of the Cross - December 2022**

A total of \$147 was received. Gifts to the Christmas Fund enable the Pension Boards’ Ministerial Assistance program to provide assistance to retired pastors and church workers in need. Lower income retirees continue to feel the financial stress more keenly

**OUTREACH COMMITTEE**  
**Fundraisers in 2022**

Members and Friends had an opportunity to make donations through fundraisers for the Outreach Committee that raised a total of \$10,934.18. Fundraisers that were held in 2022 included:

an April Quilt Workshop that raised \$436.04  
a Golf Tournament in December that raised \$8,386  
a December Craft Faire and Bake Sale that raised \$2,112.14

**OCWM**  
**Our Church's Wider Wider Mission - Annual**

The annual budget of the church includes an allocation of \$7,500. Our gifts to OCWM is an investment in the values which define the Hawaii Conference of engaging the Spirit; walking humbly with Christ; supporting the peace and justice work of the church and the renewal of creation. Typically, half of our OCWM support remains in Hawai'i and the other half is passed on to our national offices for the wider mission support.

**OTHER GIFTS**

In addition to the special offerings, member and friends provide additional gifts for other needs of the church including the Building Fund, Keawala'i Endowment Fund, Local Mission Fund, Music Ministry Fund and Youth Fund of the Church.

**Mission and Ministry**

While it is evident that it takes financial resources to carry out the mission and ministry of the church, what is also evident is that it takes the commitment of many who exercise their spiritual gifts in serving the church and wider community.

Mahalo ke Akua,

Kate Acks, Chairperson

## 2022 REPORT OF THE OUTREACH COMMITTEE

Judi Pasco, Chairperson ('22)

Loretta Brem ('22) Kate Acks ('22) Annetta Probst ('23)  
Bob Nelson ('23) Laura Moore ('23) Randy Spicocchi ('23)

Andrea Yepez, Outreach Committee Intake Coordinator

*God is not unjust; he will not forget your work and the love you have shown him  
as you have helped his people and continue to help them.*

Hebrews 6:10

### Outreach Committee Intake Coordinator and Committee Responsibilities

It is the responsibility of the Outreach Committee to review requests from residents of Maui County (Maui, Moloka'i, and Lāna'i) for financial assistance based on a variety of reasons, including housing, medical, utilities, food, clothing, transportation, program fees for substance abuse, as well as other qualifying expenses.

The Outreach Committee meets monthly to review the information gathered by our very capable Outreach Committee Intake Coordinator, Andrea Yepez. The Outreach Committee reviews the various factors of the grant requests and gives careful consideration on a case-by-case basis before awarding each grant.

### Support of Individuals and Families in Need

As of December 2022, a total of 103 requests were considered for support during the year. Grants totaling \$46,313.11 were approved in 2022 through the Local Mission Fund.

Since 2014, and through 2022, the Outreach Committee has administered a total of \$432,645.39 in grants to requests that were approved to help 907 individuals and families in Maui County.

### Partnerships

The work of the Outreach Committee continues through its partnerships with other churches, community groups and service agencies. These include Kahului Union Church, Aloha House and its Sober Living Housing, Family Life Center, and Mālama Family Recovery Center, as well as many others. Andrea directed many people to additional means of assistance, such as Governor Ige's Rent Relief and Housing Program that covered at least three months rent for qualifying households.

### Fundraisers and Donors

The Local Mission Fund continued to receive its income from the fundraising activities of the committee and the very generous donation in 2020 from the Estate of Fred and Renate (Renee) Lulof. In 2021, the fundraising efforts were hindered by the Covid-19 pandemic, however, the Lulof Estate allowed us to continue to help many members of our community. The final distribution to the Outreach Committee from the Lulof Estate was in November of 2022.

The Outreach Committee hosted our “Walk in the Park - Art and Quilt Sale” on March 6. This fundraiser was three weeks after Keawala’i reopened to the public and was a perfect opportunity to gather and share our gifts and talents to benefit our local community. Through the efforts of those involved, we were able to raise \$2,040\*. We thank all who donated items for the fundraiser, and give a special *mahalo nui loa* to those who purchased items.

On April 2, Keawala’i held a quilt workshop graciously hosted by Cindee Burkitt and Dian Gruber. The participants had the opportunity to share their artistic and practical skills in the beautiful environment of our church grounds. They donated their quilts for our Christmas Craft Faire, as well as the registration fee proceeds of \$455\* to benefit our Outreach program. *Mahalo* to Cindee and Dian and the participants.

On December 11, our Christmas Craft Faire and Bake Sale raised \$449\*. *Mahalo* to the members of our Outreach Committee, as well as many members of our congregation, who donated and purchased crafts, art, handmade jewelry, and a multitude of delicious baked goods. The efforts of many went toward helping those in need throughout Maui County.

Makena Beach and Golf Club hosted Keawala’i Church and two other non-profit organizations for a fundraising golf event on December 11. Our committee members couldn’t claim any first-hand knowledge of golf, and were grateful that Bruce Burkitt agreed to chair the event. He rounded up twenty-four golfers for a spectacular day of golf on the beautiful Mākena Golf Course. *Mahalo* to Bruce and everyone who helped raise \$8,750\* for our Outreach Program. (\*before taxes.)

In addition to fundraising events, our committee invited members and friends of Keawala’i to participate in a campaign to collect toiletries and first aid items to donate to a local chapter of the non-profit organization, "A Cup of Cold Water" (ACCW). They support the unhoused people in Maui community by distributing a wide variety of essential goods via the ACCW van at various locations in Maui County. *Mahalo* to Randy Spicocchi, Outreach Committee member, who chaired our month-long campaign, and to the members and friends of our congregation who generously donated an abundance of essential items.

#### In Closing

I want to acknowledge Andrea Yopez for her continued dedication to the Outreach Committee. Our committee members sincerely appreciate her heartfelt commitment to gathering the information that assists us in our review and decision making.

On behalf of the Outreach Committee, I extend a most sincere *mahalo* to those who have made a contribution in one way or another to our Outreach program. We are grateful to each and every person that helped our committee offer not only financial assistance to those in need, but also the gift of hope and *aloha*.

*Mahalo ke Akua!*

Judi Pasco, Chairperson

## 2022 REPORT OF THE STEERING COMMITTEE

### *Hui Mālama O' Keawala'i*

Cindy Mead, Chairperson

Edie Kapiko      Kahu Bob Nelson      Tom Nelson

*"Let all that you do be done in love."*

1 Corinthians 16:14

### **What is *Hui Mālama O' Keawala'i*?**

*Hui Mālama O' Keawala'i* was established in 2015 as the "care giving" group of the church. Our Mission Statement is: "Helping each other in times of need." *Hui Mālama* was created because we have a growing number of members whose families live off-island and/or may need additional assistance due to illness, an emergency or help with the aging process.

*Hui Mālama* performs four tasks on a short-term basis. They are: 1) make home and hospital visits; 2) run errands; 3) provide meals; and 4) provide transportation. If longer term help is necessary, the Steering Committee will also explore resources and referral services who can provide that help.

These tasks are carried out with the help of the Steering Committee and our many *Hui Mālama* ordained volunteers. The volunteers have gone through a training session given by the Steering Committee. The volunteers are given a *Hui Mālama* handbook with information on how to safely carry out the tasks and services.

### **The Steering Committee**

The Steering Committee is composed of four members which oversee *Hui Mālama*. The center of our Steering Committee is our "Intake Coordinator" Auntie Edie Kapiko. With her extensive background in nursing, health care services and counseling, she is the one who does the "needs assessment" and reports back to the Steering Committee with her recommendations. The Steering Committee then discusses the best approach. If additional help is needed, volunteers are contacted. Care is taken to find a good match.

Another member of the Steering Committee is *Kahu* Bob Nelson, a retired Episcopal priest. He shares his many years of experience in working with parishioners. His advice is well received.

Tom Nelson is our recorder who provides us with a calendar showing dates when each of the committee members is off-island. This has been a valuable tool which allows us to tell, at a glance, who on the Steering Committee is available when we get a call. This saves time and phone calls. It also allows us to contact and arrange for help as soon as possible. It is important to have this link.

As chair, my job is to call meetings as necessary and to assure clear communication within the Steering Committee and *Kahu* Scott. I coordinate with the Intake Coordinator and contact our volunteers if needed. Whether *Kahu* Scott or one of the Steering Committee gets the initial phone call regarding a need, the information is passed on to the other committee members.

As a Steering Committee we try to anticipate and to plan ahead to assist when notified by a member of an upcoming “need”. Volunteers are given a “heads-up” if there is an expected need for one of our services. However, in case of an emergency, our Intake Coordinator, Auntie Edie makes every effort to respond with an assessment as soon as possible. The Steering Committee is consulted and if there is a need for volunteers, they too are immediately notified.

### ***Hui Mālāma* Volunteers**

*Hui Mālāma* would not be possible without the many “on call” volunteers. They generously give their time, energy and talents to help those in need. It is a comfort to both *Kahu* Scott as well as the Steering Committee to know that we have dedicated volunteers in place when needed.

Much of our work is confidential. As a result, the volunteers continue to quietly go about their work. We receive letters of appreciation from members and their family expressing gratitude for our work. Some members of the congregation have required the assistance of our volunteers, while others are on a “wait and see” basis. If members of the congregation have families or friends who fulfill the needed tasks, *Hui Mālāma* “steps back” and simply monitors the member’s progress.

### **Mahalo**

The magic of *Hui Mālāma* is that we also have members of the congregation who are not “ordained volunteers” but have stepped forward to offer their help when needed. We are grateful for their *kōkua*. I would especially like to give a big *Mahalo* to Danette Kong and Cindee Burkitt for continued on-call support during this challenging past year. Our goal to be a “caring church family” is fulfilled when so many have generously given their time in helping others. The circle of volunteers continues to grow as *Hui Mālāma* evolves. Laurie Tanner is our newest volunteer to complete the training session and has already been called to serve. We appreciate her being a part of *Hui Mālāma*. We are grateful to have a compassionate congregation. It’s what makes *Hui Mālāma* so special!

As we all know, *Kahu* Scott had a steep learning curve from the beginning of his Keawala’i ministry. We are so blessed with *Kahu*’s amazing ability to adapt to any situation, listen with compassion and render help when needed. He has been a great asset to *Hui Mālāma*. He along with the Steering Committee, our wonderful volunteers and together with all the prayers by our loving congregation, *Hui Mālāma* continues to function. Words cannot express my gratitude of the power of a congregation that prays and works together.

### **Looking Ahead**

If anyone in the congregation is aware of someone who would like a visit or has a need that falls within the purview of *Hui Mālāma*, please let one of the Steering Committee know. Either our Intake Coordinator, Auntie Edie, or I will get in touch with you. We strive to grow and to find additional ways to “*Mālāma* our ‘*Ohana*”. We pray for a healthier and safer 2023 as we emerge from the pandemic. Let us never forget to “*Mālāma*” one another.

Respectfully submitted,

Cindy Mead, Chairperson

## 2022 REPORT OF THE BOARD OF TRUSTEES

Tom Nelson- Chairman

Dennis Barger                      Joe McDermott  
Georgia McMillen      Tom Nelson              Scott Rollins

### ***A'ohe Hana Nui Ka Alu'ia*** **No Task Is Too Big When Done Together...**

Aloha *kākou*,

The Board of Trustees met monthly during 2022. Working closely with the Officers of the Church we stayed on top of the many responsibilities we are tasked with.

We are grateful for the work of Thom. Probst, who as Treasurer provided critical financial information throughout the year as well as handling the sound system.

The work of the Trustees is very grateful for the support and counsel of Edie Kapiko – Moderator and Bruce Burkitt –Vice Moderator.

During 2022, a number of projects have been worked on including:

- A new sidewalk was installed from the *Hale Pule* to the Pavilion.
- Obtained a Building Permit and engaged a contractor to do the roof renovation on the *Hale Pule*.
- Negotiated with Goodfellow Brothers to use the Church parking lot during water main construction. As a result, the grass area under the “Octopus Tree” was leveled and the “Triangle” area was paved. The grass area was then replanted.
- Imua tree service kept the foliage on and adjacent to the property trimmed.
- The sprinkler system was upgraded.
- A new Church sign was purchased and installed at the bottom of Honoiki Street.
- A new sound system was purchased and installed.
- The interior and exterior of *Hale Pule* was cleaned during a work day.
- The Facilities Use Agreement was updated.
- The opening of upper windows in the *Hale Pule* were limited after the failure of one of the upper windows.

The Graveyard Committee is under the purview of the Board of Trustees and supports the maintenance of the graves, columbarium, and in-ground plaque area. This past year, niche plates and an in-ground plaque were sent to Oahu for engraving. An in-ground plaque was affixed to its assigned place. Poinsettias were placed on the graves during the holidays and weeds were kept at bay in the grave areas.

The Board recognizes the assistance of Earline Cummings, Linda Somera and Tony Alleyne for their hard work and dedication to Keawala`i Congregational Church.

## 2022 REPORT OF THE KAHU

The Rev. Dr. Scott Landis

“Do not remember the former things or consider the things of old.  
I am about to do a new thing; now it springs forth; do you not perceive it?  
I will make a way in the wilderness and rivers in the desert.”

*“Mai ho’omana’o ‘oukou i nā mea ma mua. Mai mana’o ho’i i nā mea kahiko.  
Aia ho’i, e hana ana au i mea hou; I kēia manawa nō ia e puka mai ai;  
‘A’ole anei ‘oukou e ‘ike mai?  
He ‘oia’i’o nō, e hana nō wau i alanui ma ka wao nahele,  
A i kahawai ho’i ma ka wao akua.”*

Isaiah 43:18-19

If I have learned anything during this extended time of serving as your interim (now transitional) pastor, it is to “lean into” these sobering words of encouragement and reality from Isaiah. Though ancient, the words are just as relevant and meaningful today. Together we are discovering a deeper sense of their truth.

You may remember, just one week after Christmas services, last year we closed our doors for the third time as we struggled with how best to respond to new variants of the COVID virus. While brief in duration (only 5 weeks) recovery was a challenge. We discovered folks were not as eager to return to worship for several reasons not the least of which was fear of becoming the virus’ next victim. We struggled through a lean summer and fall and finally began to see attendance returning to near normal late in 2022. This year’s Christmas service was astounding. Balmy weather and a hunger to experience the beauty of that gathering brought a larger than expected crowd tempting even me to believe we were returning to the way things were.

But listen again to Isaiah. The prophet reminds us not to remember or consider the things of old. God is doing a new thing. I am convinced that is true.

I am writing this report on the eve of the new pastoral search committee’s initial meeting. Their task will be very different than the previous committee. Unencumbered by the need to compose a new church profile, the team will be able to hit the ground running in their search for the next settled pastor. However, their task will not be an easy one. There are new threats on the horizon that they will need to consider as they discern the best possible candidate to bring to the congregation including the aging membership of our congregation, overall declining worship attendance, lower levels of financial giving – especially from our visitors, and seemingly ceaseless development of the land adjacent to our property which threatens to take away the peace we know as *Mākena*. Is this the new thing I am talking about? No!

I believe God is inviting us to open our eyes to new ideas, new models of ministry, new offerings from our church, new staffing patterns, and new ways of worshipping the God who calls us into being. During the past year I worked with our Transition Team to think about many of these ideas. They did excellent work in considering all the strengths, weaknesses, opportunities, and threats (SWOT) that we face as a church. Their report to the Church Council provided a helpful directive for our future as they considered “the new thing God is doing.”

It is clear to me that this will be a dynamic process. It is ongoing and can be exciting **IF** we are not frightened by the change it will require from each of us. Clinging to the past is not our friend during these challenging times. The past informs who we are and that is essential for our identity, but the future belongs to the God who calls us to take a leap of faith into God’s design for what lies ahead.

I am humbled by all that has occurred in the past year. It has been filled with challenge and amazing opportunities to learn. I am excited about the year before us. If we open our eyes, ears, and hearts to the direction of God, I am convinced, we will be amazed at the new thing that is already springing forth.

*Mahalo ke Akua!* Thanks be to God!

Kahu Scott Landis  
Transitional Pastor

## 2023 REPORT OF THE NOMINATING COMMITTEE

### I. Officers:

Bruce Burkitt	Moderator
Thom. Probst	Vice-Moderator
Linda Somera	Secretary
Alice McDermott	Treasurer

### II. Church Council

#### Parish Relations Committee

Georgia McMillen	2023
Judi Pasco	2023

### III. Board of Christian Education

Laura Moore	2023
Karen Rollins	2023

### IV. Board of Deacons (9)

Karen Nelson	2025
Bob Brem, Chair	2024
Alex Butler	2024
Cindy Mead	2024
Victoria Smith	2024
John Whittemore	2024

Sue Nygren	2023
Jackie Strahn	2023
_____	2023

Kate Acks, *Kako'o*\*  
Robin Burke, *Kako'o*\*  
Dian Gruber, *Kako'o*\*  
Tom Nelson, *Kako'o*\*  
Mei Shan Tanaka, *Kako'o*\*  
Earlene Cummings, *Emeritus*  
Eleanor Ferreira, *Emeritus*

#### *\*Helpers*

The following committee members shall be confirmed at the annual meeting:

### V. Board of Mission & Outreach (4)

Kate Acks, Chair	2023
Edie Kapiko	2023
Cindy Mead	2023
_____	2023

#### Outreach Committee (9)

Kate Acks	2023
Loretta Brem	2023
Sandy Cale	2023
Laura Moore	2023
Judi Pasco	2023
Annetta Probst	2023
_____	2023
_____	2023
_____	2023

### VI. Board of Trustees (9)

Dennis Barger	2025
Bennet Cale	2025
Jim Gruber	2025
Joe McDermott	2025
Scott Rollins	2025

Georgia McMillen	2023
Tom Nelson, Chair	2023
_____	2023
_____	2023

**Choir Committee**

Cindee Burkitt	2023
Elizabeth Current	2023
Jim Gruber	2023
Edith Kapiko	2023
Cameron Keys, <i>ex officio</i>	2023
Laurie Tanner	2023

**Endowment Committee**

Bruce Burkitt (Moderator)	2023
Alice McDermott (Treasurer)	2023
Thom. Probst (General Member)	2023
_____ (Trustee)	2023
_____ (Trustee)	2023

**Pā ilina 'Ohana/****Po 'aialoha Committee**

Phil Brown	2023
Earlene Cummings (Deacon Emeritus)	2023
Tom Nelson	2023

**Steering Committee****(Hui Mālama O Keawala'i)**

Edie Kapiko	2023
Cindy Mead, Chair	2023
Tom Nelson	2023

## 2022 REPORT OF THE TREASURER

In October of 2021, the Treasurer, worked with the Moderator, Vice-Moderator and Chairman of the Board of Trustees in developing a deficit budget proposal for Keawala`i Congregational Church of \$399,556, for Budget Year 2022. The proposed budget showed a projected deficit of \$90,256.

Based on the December 31, 2022, Financial Report supplied by Russell Yamane & Associates, our accountants, the total income was \$223,408 and our total expenses were \$389,599. The net income was \$-181,457 for Budget Year 2022. The result was that we needed to draw from our savings to cover expenses.

The Church's income is derived primarily from the two appeals we conduct each year and our weekly Tithes & Offerings. Each year we try to project monthly income and expenses based on the previous year and 5 years prior to that. The information from 2021 was skewed due to continuing COVID 19 impacts.

**Keawala`i Congregational Church's monthly expenses average between \$32,000 and \$33,000 or between \$7000 - \$8000 per week.**

The summer appeal came in \$21,620 under our conservative projection while the Annual Appeal came in \$34,346 under our conservative projection. The Tithes & Offerings also came in almost \$30,886 under projections. Income from weddings rebounded for the year to almost \$1,600 over projections and the reopening of the gift table brought in \$2088, which was less than previous years.

The Board of Trustees made serious efforts to control spending as they maintain the buildings and grounds of Keawala`i Church. There were unforeseen expenses related to the sidewalk construction and irrigation system repairs. In addition, the cost (\$4000.00) to remove the blown-down kiawe tree two days before Christmas Eve was not a planned expense.

Moving forward, the congregation of Keawala`i Congregational Church will, through advice of the Board of Trustees and the Church Council, need to look for additional ways to trim spending and ways to promote the church as a vibrant and meaningful place to worship.

Our last t-shirt promoted Keawala`i with the admonition "E Hele Mai, E Ike," "Come and See." Let us all continue to share that message to the greater community! The future of Keawala`i Congregational Church rests in the hands of each of its members.

T.E. Probst  
December 31, 2022

## Proposed 2023 Budget Detail

### Ordinary Income / Expense

#### Income

4400 – Revenue	
4401 • Tithes and Offerings	
4401-B Summer Appeal	25,000
4401-A Winter Appeal	70,000
4401 • Tithes and Offerings – Other	<u>160,000</u>
TOTAL 4401 • Tithes and Offerings	\$255,000
4422 • Wedding Income	5,500
4422A • Blessings	300
4470 • Interest Checking	<u>200</u>
TOTAL 4400 – REVENUE	\$261,000
4500 • Other Church Revenues	
4507 • Donations – Flowers, etc.	400
4525 • Gift Table Sales – Gen. Fund	<u>4000</u>
Total 4500 • Other Church Revenues	\$4400

**Total Income** **\$265,400**

#### Expense

5110 • Advertising	700
5112 • Aloha Hour & Kitchen Supplies	1000
5120 • Boards and Committees	
5121 • Board of Deacons	8,500
5122 • Board of Trustees	50
5128 • Board of Mission & Outreach	7,500
5124 • Church Council	300
5125 • Music Ministry	100
5126 • Sunday School Program	50
5632 • Outreach Committee	<u>50</u>
Total 5120 •	\$16,550
5140 • Payroll	
5142 • Choir Director	-
5144 • Organist	-
5143 • Accompanist	8,400
5146 • Sunday School Coordinator	-

5151 • Outreach Coordinator	4,540
5150 • Payroll Taxes & Insurance	<u>900</u>
Total 5140 • Payroll	\$13,840
5170 • Wedding Expenses	<u>350</u>
Total 5100 • CHURCH SERVICES EXPENSE	\$32,440
5200 BUILDINGS & GROUNDS	
5209 • Custodian	
5210A • Custodian	11,038
5210B • Payroll taxes and insurance	<u>1,300</u>
Total 5209 Custodian	12,338
5230 • Grounds Maintenance	8,000
5235 • Tree Trimming	7,500
5240 • Insurance	21,000
5255 • Repairs & Maintenance	4,000
5260 • Rubbish Removal	2,300
5265 • Property Taxes	2,300
5268 • Security	800
5270 • Utilities	<u>9,800</u>
Total 5200 • BUILDINGS & GROUNDS	\$68,038
5300 • GENERAL & ADMINISTRATIVE EXPENSE	
5315 • Bank Charges	1,200
5323 • Copy Machine	9,300
5325 • Bookkeeping & Payroll	18,000
5335 • Office Supplies & Expenses	5,000
5336 • Licensing	3,000
5339 • Payroll – G & A	
5341 • Administrative Coordinator	44,772
5346 • Payroll Taxes & Insurance	<u>22,210</u>
Total 5339 • Payroll – G & A	\$66,982
5360 • Postage & Mailing	2,000
5365 Equipment Repair & Replacement	100
5370 • Phone, Fax & Net	<u>1,200</u>
Total 5300 • GENERAL & ADMIN EXPENSE	\$106,782
5400 • PASTOR’S COSTS	

5410 • Auto Expense	4,400
5421 • Housing Allowance	<u>56,500</u>
Total 5421 Auto & Housing Allowance	\$60,900
5430 • Payroll	
5430 • Payroll Insurance	1,500
5432 • Regular Salary	73,078
5430 • Payroll Other	500
5440 • Medical / Dental	<u>24,180</u>
Total 5430 • Payroll	\$99,258
5450 • Pension	<u>18,141</u>
Total 5400 • PASTOR'S COSTS	\$178,299
5600 • OTHER CHURCH EXPENSE	
5607 • Flowers	400
5627 • Gift Table Mdse. – General	2,000
5657 • Church Dues/conferences/workshops	500
5681 • Excise Taxes	400
7010 • Income Tax	<u>50</u>
Total 5600 • OTHER CHURCH EXPENSE	\$3,350
<b>NET TOTAL EXPENSE</b>	<b>\$388,909.00</b>
<b>NET LOSS OF:</b>	<b>-\$123,509.00</b>

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**Note 1:** A transfer of funds from savings will be necessary to balance the budget.