

FULL DRAFT

FIRST PRESBYTERIAN CHURCH OF HONOLULU

SENIOR PASTOR OPPORTUNITY PROFILE

Main campus: 45-550 Kionaole Road, Kāneʻohe HI 96744

Second campus: The Vine, 547 Halekauwila Street, Honolulu HI 96813

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Approved by the Session of First Presbyterian Church of Honolulu:

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A BRIEF HISTORY OF FPC

First Presbyterian Church of Honolulu began in **1959**, holding services at the Richards Street YWCA. In **1961**, we moved to our first permanent home on Keʻeaumoku Street in Makiki. By **2000**, our church had grown to welcome about 700 attendees each Sunday, but the property's limitations—especially the 83-stall parking lot—prompted a search for a new home.

After **five years** and nearly 500 properties, God opened the door for us to purchase the former Koʻolau Golf Club in Kāneʻohe in **2006**. Originally built for **\$120 million**, the site offered a 750-seat worship space and parking for more than 400 vehicles. By God's provision, we navigated restrictive land-use regulations and purchased the property for **\$20 million**, funded in part by selling our Keʻeaumoku site to Catholic Charities for **\$15 million**. We faithfully paid off the mortgage in **2017**.

Moving to Koʻolau wasn't without challenges, but we trusted God through it. Attendance dipped at first but grew by 30% within a few years. Over time, we adjusted our services and found stability as we settled into the new space. In **2012**, our church shifted from the Presbytery of the Pacific (Los Angeles) to the San Diego Presbytery, and in **2013**, we transitioned from PC(USA) to ECO: A Covenant Order of Evangelical Presbyterians. In **2016**, the Bluewater Presbytery was formally established, and we remain the only ECO church in the State of Hawai'i.

In February **2020**, we launched The Vine, a downtown Honolulu campus designed as a mission outpost to reach people in the heart of the city. It began with a Sunday afternoon service to create a space where unchurched individuals could explore faith. When the **COVID-19 pandemic** disrupted the world, both campuses pivoted to online worship, recording services during the week and streaming them on Sundays to stay connected with our 'ohana (family).

At Koʻolau, **in-person worship resumed in March 2021**, starting with two Sunday gatherings while continuing livestream options to maintain accessibility.

The Vine reopened in 2022 with a new strategy emphasizing midweek discipleship and gathering to stream the live broadcast from our Koʻolau campus Sunday Service to meet urban neighborhood needs. Its congregation now includes individuals from diverse socioeconomic backgrounds, with **45%** from shelters, low-income housing, and the houseless community.

In **2023**, we entered a season of transition as our longtime Senior Pastor, Dan Chun, retired after nearly 30 years of leadership. This marked a significant moment in our journey, but we continue to place our trust in God's plan. Under the guidance of our Transitional Pastor, Tim Fearer, we are faithfully navigating through an extraordinary season of Christ-centered reflection, prayer, and preparation as we discern where God is leading us next.

OUR KO`OLAU CAMPUS



RENEWED MISSION AND VALUES

In **early 2024**, our session recognized the importance of renewing our church's mission, values, and vision to faithfully guide its next chapter. With prayer and courage, our church leadership did the work to discern and articulate a clear sense of purpose for this season of transition and beyond.

Through this process, a refreshed mission statement was introduced to our church family, answering the question: *what are we about?*

❖ Our Mission:

"JOINING JESUS TO RESTORE AND TRANSFORM ONE ANOTHER AND OUR WORLD."

Luke 4:18-19 informs us,

"The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor."

We established new values as guiding principles that support our mission. These core values answer *why we do what we do* and *who we are as we do it*.

❖ Our Values:

1. PRAYER

(Psalm 105:4) "Seek the Lord and his strength; seek his presence continually".

2. HUMILITY

(Philippians 2:3-5) "Do nothing from selfish ambition or empty conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus".

3. THE GRACE AND TRUTH OF JESUS

(John 1:16-17) "From his fullness we have all received, grace upon grace. The law indeed was given through Moses; grace and truth came through Jesus Christ".

4. COURAGE

(Joshua 1:9) "I hereby command you: Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go".

The following story captures our Mission and Values:

John 8:2-11 "Early in the morning he came again to the temple. All the people came to him, and he sat down and began to teach them. The scribes and the Pharisees brought a woman who had been caught in adultery, and, making her stand before all of them, they said to him, "Teacher, this woman was caught in the very act of committing adultery. Now in the law, Moses commanded us to stone such women. Now what do you say?" They said this to test him, so that they might have some charge to bring against him. Jesus bent down and wrote with his finger on the ground. When they kept on questioning him, he straightened up and said to them, "Let anyone among you who is without sin be the first to throw a stone at her." And once again he bent down and wrote on the ground. When they heard it, they went away, one by one, beginning with the elders, and Jesus was left alone with the woman standing before him. Jesus straightened up and said to her, "Woman, where are they? Has no one condemned you?" She said, "No one, sir." And Jesus said, "Neither do I condemn you. Go your way, and from now on do not sin again."

RENEWED VISION THROUGH 2030

With our mission and values established, our session prayerfully sought an answer to the question of vision— "Where do we want to be as a church five years from now?" —with input from our congregation and staff and the help of the Holy Spirit.

Our three **Vision Mountains** were introduced to the congregation in **September 2024** as part of a three-part sermon series and to answer the question: *where are we going with all of this (our mission and values)?*

❖ Our Vision:

By 2030, as a Christ-centered, diverse, and intergenerational community, First Presbyterian Church of Honolulu will be and see:

1. A **HUB OF HEALING** for broken hearts, spirits, minds, and bodies—confirmed by hundreds of testimonies.
2. Everyone in our church 'ohana learning from and **INVESTING IN NEW GENERATIONS**, taking new steps with Jesus together.
3. Everyone in our church 'ohana **SERVING** our **LOCAL COMMUNITIES AND BEYOND**.

Our new mission, values, and vision have already begun to shape all ministry activities and initiatives, fostering deeper relationships with Jesus and inspiring opportunities for our church 'ohana to demonstrate God's purpose in our lives in visible ways.

GATHERING AS ONE 'OHANA

In **December 2024**, as an expression of our renewed mission, values, and vision, leadership introduced a plan for the congregation to gather together for one service every Sunday in December, at 9:30 a.m. The service would be followed by a shared meal, fellowship, and missional/outreach service projects.

Preaching pastors and worship teams facilitated a “chapel” at 8:30 a.m. for team members serving through the 9:30 a.m. service (especially our Children’s Ministry team members), so they could have a meaningful time and place to gather on Sunday mornings, hear the gospel message, and worship in community.

This entire initiative was received with positivity and energy, for the sake of forming and strengthening togetherness within our church family and pursuing the vision of growing to be more and more a Christ-centered, diverse, and intergenerational community.

Our commitment to living out our mission and vision remains steadfast as we continue to seek God’s guidance in this significant season of transition and into the future.



SENIOR PASTOR PROFILE

DENOMINATION

ECO (A Covenant Order of Evangelical Presbyterians)

POSITION OVERVIEW

The greatest strength you will bring to this ministry is your relationship with God. You stay close to the Lord in Scripture, in prayer, and in the way you walk alongside people. You give them Christ. You know who you are and who you are not, serving out of a deep sense of identity in Him. Sensitive to the Holy Spirit, you exercise your God-given strengths while recognizing your limitations. You invest in your own healing and growth, and in doing so, lead others to restoration and transformation through Jesus.

As Senior Pastor of First Presbyterian Church of Honolulu, you will lead with humility, grace, and courage, inspiring our church 'ohana to grow as a Christ-centered, diverse, and intergenerational community. You will shepherd our two campuses, Ko'olau and The Vine, to live out our mission—**“Joining Jesus to restore and transform one another and our world.”**

In partnership with session, staff, and the congregation, you will guide our church toward the fulfillment of our three **Vision Mountains** by 2030:

1. A **hub of healing** for broken hearts, spirits, minds, and bodies—confirmed by hundreds of testimonies.
2. A church where everyone is learning from and **investing in new generations**, taking new steps with Jesus together.
3. A church actively **serving our local communities and beyond**.

KEY RESPONSIBILITIES

1. Preaching and Teaching

- Preach scripture-rich, Christ-centered sermons that connect faith to the realities of everyday life.
- Develop sermon series that inspire, challenge, and unify our congregation across diverse demographics.
- Lead with humility and levity, staying true to the Gospel and keeping our focus on Jesus.

2. Spiritual Leadership

- Stay deeply connected to God and sensitive to the Holy Spirit, modeling a life of prayer, grace, and dependence on Him.

- Shepherd the spiritual health of our congregation by guiding them in our walk with Christ.
- 3. **Leadership and Collaboration**
 - Serve as Head of Staff and Moderator of Session, cultivating unity, accountability, and growth among church leadership.
 - Equip and empower staff, elders, and ministry leaders, bringing out our best and helping us serve in our strengths.
- 4. **Strategic Vision**
 - Spur development and implementation of strategies in collaboration with the staff and session to guide the church toward fulfilling our Vision Mountains by 2030.
 - Create meaningful ways to measure progress, focusing on welcoming new generations without neglecting long-standing covenant partners.
- 5. **Pastoral Care**
 - Ensure pastoral care needs are met through staff, elders, and deacons, with compassion and sensitivity.
- 6. **Community Engagement**
 - Represent our church to the local community, ECO, and the global body of Christ as a voice of restoration and transformation.
 - Support the building of partnerships with other churches and faith-based organizations to serve those in need.
 - Support outreach efforts that extend our mission into local and global communities.
- 7. **Administrative Oversight**
 - Partner with the session and staff to ensure the church's operational and financial health, including budgeting, facilities, and resource stewardship.
 - Monitor the operations of Ko'olau Ballrooms and Hakuha, ensuring alignment with the church's mission.
 - Convene an annual meeting to share a Senior Pastor's report and engage the congregation in meaningful dialogue.

QUALIFICATIONS

- **Ordination:** Must be ordained or ordainable within ECO (A Covenant Order of Evangelical Presbyterians).
- **Education:** Master of Divinity (M.Div.) or equivalent theological degree from an accredited seminary.
- **Theological Alignment:** Strong commitment to ECO's Essential Tenets, Reformed theology, and Presbyterian governance.
- **Experience:** Proven experience in pastoral leadership, with a preference for 10+ years in a Senior Pastor or equivalent role within a Reformed or Presbyterian context.

RELATIONSHIPS AND ACCOUNTABILITY

- **Member of:** Bluewater Presbytery
- **Reports to:** The Session of FPC Honolulu.
- **Supervises:** Church staff, including associate pastors, assistant pastors, ministry directors, and administrative personnel.
- **Collaborates with:** The Session, elders, deacons, and ministry leaders.

COMPENSATION AND BENEFITS

- Competitive salary and housing allowance tailored to meet your personal needs, in alignment with ECO guidelines.
 - Comprehensive benefits, including health insurance, retirement plan, and paid vacation.
 - Professional development opportunities, including conferences and continuing education.
-

APPLICATION PROCESS

We're grateful for your willingness to explore this calling and are praying for you as we all trust God's guidance for the next chapter of our church family's journey. We invite you to prayerfully consider this calling and submit the following materials:

- A cover letter sharing your sense of calling and alignment with ECO's mission and values.
- A current resume or curriculum vitae.
- A statement of faith, including reflections on ECO's Essential Tenets.
- Three references, including at least one from a current or former supervisor.

Please send all application materials to the Pastor Nominating Committee via email:

→ pnc@fpchawaii.org



KO'OLAU CAMPUS

OVERVIEW

The Ko'olau Campus spans approximately 3 acres under roof, offering a versatile and well-equipped environment for worship, ministry, and community engagement. Set against the breathtaking Ko'olau Mountains, this campus serves as the primary location for First Presbyterian Church of Honolulu, hosting a wide variety of activities in its expansive facilities.

KEY FEATURES

- **Worship Spaces**
 - **Sanctuary (Main Ballroom):** Located in the main ballroom/banquet hall, the sanctuary is equipped with state-of-the-art acoustics and live-streaming technology. It can fit up to 750 chairs for worship services.
- **Facilities**
 - **Ministry and Administrative Offices:** Space for approximately 40 staff and ministry team members.
 - **Meeting Rooms:** Includes 10 rooms for small groups, classes, and ministry gatherings.
 - **Children's Ministry Areas:** Dedicated spaces for engaging programs for infants through 5th grade, middle school, and high school students.
 - **Kitchens:** Three full-service kitchens supporting a variety of events and gatherings.
 - **Dining Areas:**
 - **Main Ballroom:** Accommodates approximately 600 guests when converted for dining.
 - **Glass Ballroom:** Seats approximately 400 guests around round tables, ideal for banquets and intimate gatherings.
 - **Honey's Restaurant:** Seats approximately 100 guests for casual dining.

AMENITIES

- **Coffee and Espresso Bar:** HeBrews Coffee Bar, fosters community and connection over fresh brews.
- **Advanced Technology:** Live-streaming capabilities, professional-grade sound systems, and acoustic design.
- **Parking:** Parking for more than 400 vehicles across our main parking lot and "grass-crete" areas, with dedicated accessible spaces.

UNIQUE OFFERINGS

- **Event Venue:** Ideal for weddings, conferences, and large gatherings, leveraging versatile spaces and stunning mountain views.
- **Environmental Stewardship:** Embodying our mission to restore and transform one another and the world around us through creation care. Pilina Restoration Days encourage community involvement to remove invasive plants, cultivate native species, and foster spiritual growth and environmental renewal.
- **Serene Atmosphere:** A tranquil retreat offering space for personal reflection and communal worship.

COMMUNITY FOCUS

The Ko'olau Campus is a vibrant hub for worship, ministry, and outreach at First Presbyterian Church of Honolulu. Its combination of natural beauty, modern facilities, and thoughtful design makes it a welcoming environment for spiritual growth, fellowship, and community engagement.

THE VINE (KAKA'AKO)

OVERVIEW

Located in the vibrant and densely populated Kaka'ako area, The Vine Campus offers a modern and flexible space for ministry, collaboration, and community outreach. Designed with flexibility and accessibility in mind, it supports the diverse needs of care ministries, prayer groups, recovery ministries, and more.

KEY FEATURES

- **Size and layout:** Approximately 5,536 square feet across two stories, with private parking and access to public parking, smaller ministry rooms, and a nursery upstairs.
- **Flexible interior design:** Open-floor concept with renovations allowing for a cafe and adaptable layouts.
- **Outdoor courtyard feel:** Surrounded by a private parking lot with designated parking spaces, creating a welcoming and open environment.
- **Access and drop-off:** Convenient ingress and egress through Halekauwila Street and Reed Lane, including a turn-around lane for guest drop-offs.

AMENITIES

- **Central air conditioning:** Ensures a comfortable environment for all activities.
- **24-hour security:** Included with Common Area Maintenance.
- **On-site café:** Encourages casual gatherings and community connection.

PARKING OPTIONS

- **On-site parking:** 14 spaces available.
- **Nearby parking options:**
 - **Waterfront Tower (Restaurant Row):** 1-2.5 hours with validation.
 - **South Street Garage and Lot A:** \$1/hour (7:00 am-5:00 pm).
 - **Salt parking structure:** 1st hour free, \$1 for 2nd hour, \$3 for 3rd hour (with validation).
 - **Free street parking:** Available after 6:00 pm.

UNIQUE OFFERINGS

- **Strategic location:** Situated in a dynamic urban neighborhood, ideal for outreach and community involvement.
- **Dedicated ministry spaces:** Supports deacons, recovery, care, and prayer ministries with flexible office and meeting areas.
- **Flexible design:** Renovations provide adaptability for gatherings, classes, and worship.

COMMUNITY FOCUS

The Vine Campus is uniquely positioned to serve the urban Kaka’ako area, providing a hub for spiritual growth, recovery, and outreach while fostering meaningful connections within the community.



MINISTRIES

CREATIVE MINISTRIES

- **Worship:** Develops people who facilitate communal worship services that encourage our church 'ohana to admire God and faithfully take part in His vision for our future.
- **Choir:** Demonstrates our intergenerational vision through choral activities, loving our past and present, while moving into the future.
- **Communications:** Provides the system for physical and digital organizational messaging that helps our church 'ohana connect and participate in church activities.
- **Production:** Provides the infrastructure that supports our primary gatherings for worship and key ministry activities (in-person and online), ensuring the presentation of service energizes communal worship and maximizes participation.

CARE MINISTRIES

- **GriefShare:** Provides guidance, support, and healing to those who have experienced the loss of a loved one.
- **DivorceCare:** Provides guidance, support, and healing in a group setting for those contemplating and experiencing divorce.
- **Hospital Visitations:** Compassionate care for those who are hospitalized or recovering.
- **Stephen Ministry:** One-on-one Christ-centered support from trained volunteers for those experiencing personal hardships such as grief, illness, or life transitions.
- **Facing Cancer with Hope** (not meeting currently)

DISCIPLESHIP MINISTRIES

- **Life Groups:** Small groups that meet in homes, online, or at one of the FPC campuses. Many of the life groups use the sermon series as topics for discussion.
- **Rooted:** An international curriculum to help people deepen their connection with God, His Church, and their purpose in God's story.
- **Life Training:** Sunday classes for adults, with relevant topics.
- **Men's Ministry:** Fellowship for all men (18 years old and older) to grow in their relationship with Jesus and one another.

- **Band of Brothers:** Weekly gathering for men to pray and support one another.
- **Women's Ministry:** Fellowship that includes Bible study and service while drawing closer to Jesus and one another.

'OHANA MINISTRIES ("OHANA" MEANS "FAMILY" IN HAWAIIAN):

- **Ko'olau Kids (Grades 5 and under):** Provides a fun and engaging worship service during the 10:00 am service. Also wider-reaching activities including Summer Jam and Trunk or Treat.
- **Middle School (Grades 6 to 8):** On Friday nights the group has dinner, a short devotional, discussion in small groups, then plays games. On Sunday mornings, the focus is on teaching and small groups.
- **High School (Grades 9 to 12):** On Friday nights, the group starts with dinner, worship, and a short discussion on a relevant topic for high schoolers; the rest of the evening is spent hanging out and playing games. Sunday mornings are all about serving.
- **Mighty Moms:** A midweek fellowship group for moms with young kids who desire to grow through friendships, Bible study, and prayer. Childcare is available.
- **Alpha Parenting for Children:** A course for parents, step-parents, and others who are raising and caring for babies and kids up to 10 years old. Childcare is available.
- **Vintage:** Periodic special programs for seniors, such as community outings, or gatherings at one of the campuses for board games, or sing-alongs. The goal is to build fellowship and combat loneliness.

OUTREACH MINISTRIES

- **Alpha:** Covenant partners and regular attendees are encouraged to attend an Alpha course at least once and invite their friends.
- **Deacons:** Nineteen ordained covenant partners, elected by the congregation, comprise a ministry of caring for those in need in our church 'ohana.
 - **The Good Samaritan Fund,** overseen by the deacons, provides financial assistance to regularly attending individuals and families facing unexpected hardships.

Deacons have four teams:

- **The Newcomers Team** helps newcomers feel at home and shares our church's mission, values, and vision.
- **The Visitation Team** helps those who can no longer attend worship services or church activities in person.
- **Helping Hands Team** provides an array of services including transportation to medical appointments, meals during times of emergency, and help with home maintenance.
- **Memorial Service Team** offers compassion and support during memorial services of FPC congregation members or their family.
- **Faith and Work:** Focus on integrating a person's faith with their professional or vocational life.
- **Prayer:**
 - **Prayer Corner:** Prayer ministry team members gather after each service at the main campus and at The Vine campus to compassionately receive prayer requests and offer prayer.
 - **Prayer Hub and Walk:** Twice a week, members meet at The Vine for prayer for the surrounding businesses and community.
 - **Prayer Team:** This team receives prayer requests and prays for them via a weekly prayer letter and emergency prayer emails as needed.
- **Welcome Teams:**
 - **Greeters** who extend a warm welcome to each person entering the sanctuary and assist with seating, directions, and ushering to receive the sacraments.
 - **HeBrews** is a Sunday morning coffee bar at Ko'olau and The Vine campus, staffed by baristas, with tables and chairs for people to hang out after worship and build relationships. The Vine campus holds weekly lunch buffets following every Sunday worship service.
- **Women's Community Correctional Center (WCCC):** Weekly discipleship and mentoring at the WCCC in proximity to FPC.

- **Faith Collaborative Hawai'i:** A collection of churches and other faith-based organizations that share a vision of working together in unity to serve the social and spiritual needs of people in Hawai'i.

IMPACT MINISTRIES

Ten percent of FPC's annual budget directly supports these ministries, split approximately 50/50 between local and global impacts. The team retains an escrow account to address emergent needs as was the case during the devastating fires in Lahaina, Maui in August 2023.

LOCAL IMPACT MINISTRIES

- **Wycliffe Bible Translators:** Supports Bible translations, including translation into Hawai'i Pidgin.
- **New Hope Windward:** Spreads the gospel in a women's prison located 5 miles from the church.
- **Hawaiian Islands Ministries (HIM):** Dan Chun and his wife Pam founded this non-profit in 1984 before he became Senior Pastor. HIM hosts an annual conference on O'ahu, and periodic seminars, drawing internationally renowned faith writers and speakers and Christians from across all denominations.
- **Revive and Refresh:** A mobile trailer providing shower and laundry facilities to the burgeoning unhoused population on the island of O'ahu.
- **Made in Hope:** Empowers women and children who have been rescued from global sex trafficking to break the cycle of exploitation and secure their freedom by providing education, sustainable livelihood opportunities, and care in the healing process.
- **Hope Center Ministry for Men:** Leads those recovering from addiction and their families to become fully devoted followers of Christ.
- **The Pantry by Feeding Hawai'i Together:** E-commerce food pantry operating weekly, year-round, to provide free, nutritious food to the families of Hawai'i, staffed by over 120 weekly volunteers who distribute nutritious food from a 13,000 square-foot warehouse to over 6,000 local households experiencing food insecurity. It is the largest food distributor from warehouse to household in the State. Many of the volunteers are from FPC.
- **Kāne`ohe Food Bank at St. Mark Lutheran Church:** Non-perishable food donated by our covenant partners each Sunday is delivered to this local food bank.

- **ECO Ordination Support:** Enables rising church leaders to fulfill their calling.
- **River of Life Mission Hub,** with support from The Vine, is a ministry of meals, evangelism, and services to refresh, renew, and rebuild lives overcoming brokenness and marginalization.
- **The Institute for Human Services - IHS,** with support from The Vine, is a local non-profit agency that works with Oahu's houseless population to get them sustainably housed. The agency provides safety, support, and stabilization across 15 shelter sites, with access to a comprehensive set of supportive programs and services.
 - **Sumner Men's Shelter** is an emergency shelter for males over 18. The facility has 122 beds.
 - **Hale Maui'ola** provides short-term residences for up to 111 guests.
- **Na Lei Hulu Kupuna Elderly Housing,** with support from The Vine, serves up to 75 senior units qualifying for Low-Income Housing Tax Credit property with rental assistance.
- **Kumuwai Senior Permanent Supportive Housing,** with support from The Vine, holds 20 'Ohana zone-funded units specifically targeted for elderly transitioning from chronic homelessness.
- **Hui Mahi'ai Aina, funded** by our Annual Bazaar, is a growing camp in Waimanalo that offers shelter, food, and safety to houseless people. In cooperation with the State of Hawai'i, the City and County of Honolulu, the Department of Land and Natural Resources, and in-house and assisting expertise, the 14-acre site is now being developed to meet the needs as outlined in their Mission, Purpose, and Vision Statements.
- **Assistance League of Hawai'i,** funded by our Annual Bazaar, works to transform the lives of children and adults through community programs like school literacy, back-to-school clothes for children, and more.

GLOBAL IMPACT MINISTRIES

- **Democratic Republic of the Congo (DRC) - IMA World Health:** Promotes a faith-based public health program with an emphasis on maternal and newborn health while standing up against gender-based violence.
- **DRC Congo Initiative:** Provides transformative education to grow a rising generation of Christian faith leaders.

- **PCUSA General Assembly Mission – Tajikistan:** Supports emerging churches while addressing economic vulnerability and ethnic and religious intolerance in this nation that has struggled on multiple fronts since it broke free of the Soviet Union in 1991.
- **Thailand Grace Home Orphanage:** A faith-based home for 65 children who are drawn close to Christ.
- **Youth With a Mission (YWAM), Bangladesh and Papua New Guinea:** Provides discipleship training, and community development, drawing upon a fleet of ships to deliver relief supplies to remote communities.
- **Agape International Mission (AIM), Cambodia:** Supports a thriving schoolhouse, church sanctuary, life skills training, and a garment factory as well as a SWAT team and two restoration homes in Phnom Penh and Siem Reap for women and children who are victims of sex trafficking.
- **Made in Hope Philippines:** Empowers women and children rescued from sex trafficking and provides them with education and sustainable livelihoods through the love of Jesus.
- **Compassion International:** Annually, FPC hosts Compassion Sunday to promote sponsoring children around the world. Hundreds of pictures of children our covenant partners have sponsored over the years adorn the “Compassion Walls”.
- **Shalom Birthing Center** funded by our Annual Bazaar supports single mothers and young couples who have no health care or facilities to give birth or have no postnatal health care.
- **Hope International** funded by our Annual Bazaar supports micro-businesses. Over 70% of the starting businesses are single mothers with children.

HAKUHIA

Hakuhia is a ministry of FPC that will steward the land at Ko‘olau that God has entrusted to us. At the heart of the Hakuhia ministry is a guiding vision to renew people and place through community. After months of prayerful discernment amongst our church leaders, and in discussions with ‘aina-based practitioners and community partners, we are moving forward to steward the land that God has put into our care in ways that are aligned to our mission. Hakuhia is governed by a non-profit board to oversee the stewardship of our pristine property. It is a stand-alone non-profit corporation.

- **Pilina Restoration Days:** Monthly service projects to remove invasive plants and trees and replace them with indigenous species on FPC’s property.



OPERATIONAL FRAMEWORK & COMMUNITY CONTEXT

BUDGET, LEADERSHIP, STRUCTURE, AND STAFFING

THE 2025 BUDGET IS \$3.67 MILLION. THE CHURCH OPERATES WITHIN ITS BUDGET.

Executive Leadership Team in BOLD, led by Session (16 members)

- **Ordained Pastors**
 - **Lead Pastor** (currently Tim Fearer, Transitional Pastor)
 - **Associate Pastor** (Tim Shaw, Full Time)
 - **Executive Pastor/Chief Operating Officer** (Chris Pan, Full Time)
- **Commissioned Lay Pastors**
 - **Director of 'Ohana Ministries** (Karen Makishima, Full Time)
 - **Creative Director:** (Chevas Wong, Full Time)
 - **Executive Coordinator** (Kelli Wong, Full Time)
 - The Vine Campus Pastor (Jenny Sung, Part Time)
 - Chaplain for Pastoral Care/Director of Care Ministries (Marianna Meachen, Full Time)
 - Communications Coordinator (Rosella Shishido, Full Time)
 - Director of Prayer (Gary Toh, Part Time)
 - Director of Youth/High School (Christian Schroppel, Full Time)
- **Other Church Staff**
 - Assistant Director of Worship (Eunice Sim, Part Time)
 - Bookkeeper (Debbie Johnson, Contractor)
 - Coordinator of Youth/Middle School (Luke Shin, Full Time)
 - Finance Administrator (Karley Kimitsuka, Full Time)
 - Office Manager/Executive Assistant (Kathy Makuakane, Full Time)
 - Production and Technology Coordinator (Evan Arashiro, Full Time)
 - The Vine Administrator (Carol Nakamoto, Contractor)
- **Ko'olau Ballrooms** (wholly-owned subsidiary, for-profit corporation; these are not FPC employees)
 - General Manager
 - Director of Facilities
 - Second Helpings (Lessee)
 - Waiwai Collective (Lessee)
- **Hakuhia LLC** (non-profit corporation; these are not FPC employees)
 - Hakuhia Board of Directors
 - Executive Director/Operations
 - Malama Aina Coordinator
 - Stream Ecologist
 - KMR Golf (Lessee, professional services agreement for golf lessons)

CHURCH SIZE (COVENANT PARTNERS)

1,291 Covenant Partners as of 12/31/23

17 and under: 4.6%

18 to 29: 4.6%

30 to 64: 42.3%

65 and over: 48.4%

Caucasian: 52%

Non-Caucasian: 48%

AVERAGE WORSHIP ATTENDANCE

Average Worship Attendance 2024 (Excluding Easter Sunday): 917

188		8:00 a.m. in-person average
194		10:00 a.m. in-person average
35		10:00 a.m. in-person average at The Vine
354		8:00 a.m. live stream average (assumes 1.6 people per device)
146		10:00 a.m. live stream average (assumes 1.6 people per device)
917		TOTAL average weekly worship attendance January – October 2024

The total 2024 in-person and online attendance is comparable to attendance in 2019 prior to the pandemic. Total contributions in 2023 were only slightly below 2019 levels.

LOCATION, CLIMATE, AND ECONOMY

Hawai'i is the southernmost state (Honolulu is located 21 degrees north of the Equator), with a tight range of 11 to 13 hours of daylight. Honolulu is about 2,500 miles southwest of Los Angeles (a 5-hour flight) and 5,000 miles southwest of New York City (a 10-hour nonstop flight). Although distant, military families anecdotally report that friends and family tend to visit them more often in Hawai'i than in other places they have been stationed on the mainland. Hawai'i does not observe daylight savings time, so clocks are 3 hours behind the West Coast and 6 hours behind the East Coast most of the year (2 and 5 hours respectively from November to March).

High temperatures are about 86 degrees in summer (very rarely reaching 90) and 80 degrees in winter, with overnight low temperatures of about 75 degrees in summer and 69 degrees in winter (very rarely dropping to 65). Winter is the wet season due to about two winter storms (i.e. 2-3 days of heavy rain) per month, with passing showers the rest of the year. Gentle "trade" winds from the east-northeast prevail about 330 days per year. O'ahu is slightly at risk for hurricanes; Hurricane Iwa in 1982, Hurricane Iniki in 1992, and Hurricane Douglas in 2020 are the last three that have come within 100 miles of O'ahu while at hurricane strength.

There are 7 populated Hawaiian islands. O'ahu is the 3rd largest island with 597 square miles (Hawai'i Island, also referred to as the Big Island, has 4,028 square miles and Maui has 727), but it has the largest population with about 1 million out of the state's total population of 1.4 million. Blessed with incredibly beautiful beaches, scenery, and climate, tourism is the number one industry. Tourism is year-round and O'ahu had an average daily census of 110,992 visitors in 2023. The military is the number two industry. The Army, Navy, Air Force, and Marine Corps all have their Pacific headquarters on O'ahu and in 2020 there were about 41,000 active duty members stationed on O'ahu along with about 54,000 military dependents (taken together 9.5% of Oahu's total population). Honolulu is also the state capital and a regional banking and healthcare center.

OAHU DEMOGRAPHICS (from MinistryInsite)

The City and County of Honolulu comprises the entirety of the island of O‘ahu. Most Covenant Partners live in the “Windward” and “Town” areas of the island, but some come from communities further away.

- Estimated 2023 Population: 1,001,963
- Estimated 2023 Households: 327,440 (at 3.06 people per household)

General race/ethnicity breakdown:

- 42% Asian
- 28% Pacific Islander, Native American, Other
- 18% White
- 9% Hispanic/Latino
- 2% Black/African American

Ages

- The median age in 2023 was 39 and the average age is 41.
- The Ko‘olau campus is experiencing a decrease in the age groups from 25 to 64 and 0 to 17.
- The number of retirees (65 and over) has increased as the population ages. This aligns with the average age of the people who attend this church.
- Kids are aging into older ministry groups, but we’re seeing fewer kids under age five.

Income

- Average Household Income 2023 - \$122,535
- Per capita income \$40,270

SCHOOLS

There are some excellent public and charter schools in Hawai‘i’s single statewide school system. Some families choose to send their children to private schools. The average private school tuition on O‘ahu varies based on the school level and type. Elementary and high school tuition could range from \$18,000-\$30,000 per year.

HOUSING

Rental Market on Oahu

Average rent is estimated at \$2,677 per month. Rental costs can vary widely depending on the number of bedrooms, rental size, and—most importantly—location. Prime areas and larger rentals often command higher prices, making it essential to explore different neighborhoods that meet your budget and lifestyle needs.

Home Sales

Oahu’s 2024 median home price is up 1% from the previous year to \$1,100,000 and the condo price is up 1% to \$525,000.

OCTOBER 2024 VS OCTOBER 2023

Single Family
Homes

\$1,100,000

MEDIAN SALES PRICE

0.0%

261

CLOSED SALES

22.5%

16

MEDIAN DAYS ON MARKET

-11.1%

Percentage change compares data October 2024 to October 2023. Data courtesy of Honolulu Board of Realtors®, compiled from MLS data.



List Sotheby's
INTERNATIONAL REALTY



OCTOBER 2024 VS OCTOBER 2023

Condos

\$525,000

MEDIAN SALES PRICE

1.9%

405

CLOSED SALES

1.5%

26

MEDIAN DAYS ON MARKET

23.8%

Percentage change compares data October 2024 to October 2023. Data courtesy of Honolulu Board of Realtors®, compiled from MLS data.

