

LOVE NEVER FAILETH

# CENTRAL UNION CHURCH

## 2023-2024 ANNUAL REPORT



"We Engage and Embrace ALL as we seek to Embody Christ!"

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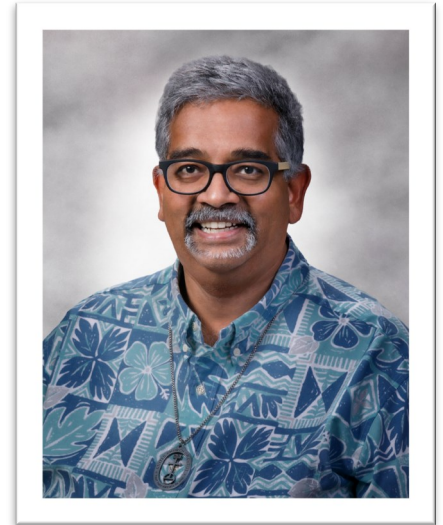
## **Report of the Senior Minister:** The Rev. A. Rushan Sinnaduray

*I am about to do a new thing; now it springs forth, do you not perceive it?*

*Isaiah 43:19*

This is my first Annual Report as your Senior Minister. Sitting down to write it has been quite a daunting task. It has been a year of so much change for our family. However, we are grateful that we find ourselves in this vibrant and loving community that is Central Union Church of Honolulu. Thank you for your welcome and for helping us feel at home.

At Central Union Church, we have much to be thankful for when we look back over the last year's ministry efforts. So much has happened and we have so much to look forward to in the year ahead. I am so thankful for the willingness so many of you show to step out in faith and try new things as we work together to revive, renew and re-energize this wonderful community of faith.



When we read the many annual reports, we see how many good things we are doing. Read between the lines of these reports, and see what God is leading this church to do in our lives and in the life of our community. The measure of our faithfulness is found in the joy, mutual support and trust with which we do God's work here.

As a pastor, my primary calling is to preach and to teach – so leading worship and preaching is probably the most visible and most important aspect of my ministry. In addition, as Senior Minister, I supervise staff, attend ministry meetings, lead faith formation opportunities, and cast a vision and develop a strategy for mission and ministry into the future. Part of my teaching role also involves working with leaders and staff to reflect on the life of this congregation and implementing programs that enhance our life together as a Christian community and that focuses our mission to the world.

In addition, my time is taken up by providing pastoral care which includes being available for members and friends of the church who are planning a joyous event like a wedding or who are going through a challenging or trying period in their life like sickness or death.

Our lay leaders continue to manage our finances and pay loving attention to our buildings, making small improvements that have a big impact on the usability and attractiveness of our facilities. They also work hard to identify new and consistent sources of revenue that help us move closer to balancing our budget and allowing us to live out our faith in practical ways.

Over the last year, we have...

- started to make some changes to our worship services which have helped enhance our sense of community and worship;
- reintroduced a regular time of "Coffee and Fellowship" which has become a rich and sustaining part of our communal life;
- begun an intentional program of adult faith formation through various study groups and the

- reintroduction of a regular Learning Tree program;
- introduced some regular new contemplative evening worship services – Jazz Vespers and a Service of Healing and Prayer;
- been more intentional about resourcing and supporting the ministry at Central Union Windward and I have tried to be more consistent in visiting and leading worship there on a regular basis;
- installed camera equipment to enable us to livestream worship services that take place in the Sanctuary, and are in the process of learning how to use the new equipment effectively;
- upgraded our church database system to enable us to have much more accurate and timely information about our church and its members and friends;
- resurrected the Welcome and Engagement Ministry (formerly the Hospitality Committee) to enable us to be more intentional about inviting and welcoming new members into our church, and identifying programs and activities to help strengthen and care for our church community;
- celebrated the 100<sup>th</sup> anniversary of the dedication of our beautiful Sanctuary;
- begun work on developing a long-term vision and strategy for the church as we imagine and dream

about what God is calling us to be and do now and into the future.

We also rejoice in our ministry with and to children and youth. Our vibrant and lively Christian education program, Godly Play, is something that we can be proud of. We are so grateful to all who volunteer to journey with our children and youth as they explore and grow in their faith. Our ministry to children and youth is one of the most important things we do as church. So, it is vital that we do all we can to support it – our children and young people are the church of today and of tomorrow.



The outreach of our church touches many places in our community through programs such as Serving Aloha, our financial support of the national setting of the United Church of Christ, and our support of many local, regional and global community organizations.

This church could not function without the help and support of its wonderful staff. I am thankful for all that they have done, particularly in this past year during the time of transition. Things have moved along quite smoothly because of their talent and their commitment to this community. In the 12 months that I have been here we welcomed Troy Tomita (Chief Operations Officer), Jennie Scott (Organizational Manager), Christian Pinera (Multimedia Specialist), Lorna Bright (Worship Musician at CUW), Tracy Tassie (Office Administrator at CUW) and Daniela De Le Cruz (Audio Visual Technician). We also farewelled Shar Rodriguez (HR Temp), Angie Barboza (Comptroller), and Christian Pinera (Multimedia Specialist).

As Senior Minister, I also serve on the Board of the Arcadia Family of Companies. In addition, I serve as Moderator for the 2025 General Synod of the United Church of Christ and also on the United Church of Christ Board.

Over the next 18 to 24 months, I will be working with our Church Council, staff, lay leaders and members of the congregation to begin the process of thinking about our wonderful Central Union Church, our Church life

and the challenges and opportunities we face. Part of that process will be to begin examining ourselves and our congregation, asking questions and finding answers, determining why God has put us here and what God is calling us to be and do in this world and society.

As part of that process, we, as a congregation, will also begin to reflect on and talk about why our church is here, what God's purpose is for our church and how we go about fulfilling that purpose given the world and community we live in along with the resources God has given us.

Central Union Church was formed more than 137 years ago by people of faith and commitment. Today, we live in a world our ancestors could not have imagined in their wildest dreams. Our children, and their children, will live in a yet again vastly different world. The world is changing very rapidly. That's the reality. Change is a reality.

However, God's purpose for us and for God's Church is pretty much the same as it was back in the 1800's... and 1900's. God's mission for us hasn't changed. God's values for us have not changed at all. Christ's message of inclusion, compassion, love, extravagant welcome and hope has not changed. We do, however, face great challenges and obstacles in pursuing God's mission in a very different world than our forbearers lived in.

Our ancestors faced challenges in their generations. They found good answers for their times and their generation. They found answers that worked. That's why Central Union Church is still here! That's why we are so grateful for them and their faithfulness.

Now the baton has been passed to us. We must find good answers for our generation, and the generations to come. How do we make sure this community is here, strong, healthy and vibrant, for generations to come, without at the same time losing those qualities that are so precious and unique? The things that make Central Union Church so special? We must face these questions and challenges squarely, honestly and with creativity and imagination. As we confront these questions, we need to be patient with each other, flexible with our ideas, gentle in our actions, loving with our words, honest in our relationships and persistent in our work.

God wants to bless us and use us. God will bless us and God's Church here in Honolulu, so long as we make sure that everything we build and everything we do has God at its center.

Thank you all for your continued support, your willingness, your faithfulness as we move into the future to dream new dreams, to experience God's grace and to share God's love with each other and with a world and a community that needs it so much. I look forward to our continued journey together.

Respectfully submitted,

*Rev. A. Rushan Sinnaduray*



## Church Council 2023 – 2024

<b>OFFICERS:</b>	Chair	Carl Schlack
	Vice-Chair	Greg Sato
	Secretary	Sarah Nam
	Treasurer	David Yee
	Head of Diaconate	Martha Balkin

**Class of 2024** Melveen Chun  
Don Clifford  
Sam Failla

**Class of 2025** Janice Wakamatsu  
Nathan Wong  
(vacant)

**Class of 2026** Carol Egan  
Jane Fyrberg  
Maurina Ludwig

### **Worship and Evangelism Committee**

Head of Diaconate	Martha Balkin
Music Ministry	Eleanor Mudrick
Pohnpei Ministry	Mark Ludwig

### **Christian Education Committee**

Children's Ministry	(vacant)
Youth Ministry	(vacant)
Adult Education Ministry	(vacant)

### **Program & Mission Committee**

Community Ministry	Ronny Lynn
Mind, Body & Spirit Movement Ministry	Margie Smith & Carol Alevizos
Women's League	Charlene Lorenzo
World Mission Ministries	Janice Trubitt

### **Administration/Finance Committee**

Stewardship Committee	David Yee (vacant)
Buildings and Grounds Committee	Sam Failla
Investment Committee	David Yee
Real Estate Committee	David Yee
Central Union Windward (CUW) Ministry	Janice Wakamatsu

### **Free Standing Committees with no Ministries or Committees under them**

Historian/Archives	Karl Hedberg
Nominations and Governance Committee	Carol Egan
Personnel & Pastoral Relations Committee	Nathan Wong

## 2023 – 2024 Council Members



Carl Schlack  
— Chair



Greg Sato  
— Vice-Chair



Sarah Nam  
— Secretary



David Yee  
— Treasurer



Martha Balkin  
— Head of  
Diaconate



Melveen Chun



Don Clifford



Sam Failla



Janice Wakamatsu



Nathan Wong



Carol Egan



Jane Fyrberg



Maurina Ludwig

# Central Union Church Staff 2023 – 2024

## Clergy

Rev. A. Rushan Sinnaduray Senior Minister (September 24, 2023 – 1<sup>st</sup> Sunday)  
Rev. Mary Herbig Associate Minister

## Program Staff

Margaret Lloyd Director of Music Ministries  
Melissa Thach Youth Director  
Cayanna Herrera Director of Children’s Ministries/CUPS Music Teacher

## Preschool Staff

Veronique Braithwaite Preschool Director  
Shelly Taira Preschool Assistant Director (started February 2023)  
René Wilkins Development Assistant (retired July 2024)  
Alana Alissa Yoshiko Anderson Advancement and Communications Manager (started July 2024)  
Sandra Baldwin Office/Admissions Manager  
Elizabeth Christensen After School Care Program Supervisor  
Katrina Perez School Chef

## Administration Staff

Troy Tomita Chief Operations Officer  
Amy Inouye Accountant  
Leslie Lui-Yuen Junior Accountant  
Jennie Scott Organizational Manager  
Jane Nagel Funeral Coordinator  
Kristen Young Communications Manager  
Jon Fujita Projects & Operations Manager  
Natasha Dator Pastoral Administrative Assistant  
Joanne Matsumoto Thrift Shop Ministry Coordinator

## Buildings & Grounds Staff

Cory Taylor Facilities, Health, Safety & Environment Manager  
Robinson Fredrick Buildings & Grounds Lead  
Eustaquio Aganon Groundskeeper/Custodian  
Rudy Lucero Groundskeeper/Custodian  
Orlando Kehl Building Maintenance Technician  
David Gonzales Groundskeeper/Custodian



## Report of the Council Chair: Carl Schlack



**Question:** When is a year not a 12-month year?

**Answer:** When it is the past “Council Year” that spanned 16 months (from May 2023 to September 2024).

This long Council Year resulted principally from two events. The first event was the synchronization of our fiscal, preschool, and church calendars aligning all three to an August 1 to July 31 fiscal year and pushing back our annual budget meeting. The second event was a change to our Bylaws requiring the annual meeting of Central Union to be held before the last day of September instead of the last day of May of each year. As a consequence, this current Council Year, which started on May 22, 2023 (being the day after our last annual meeting of Church Members), will end on September 8, 2024 (being the day of our next annual meeting of Church Members). Fortunately, Council members who previously were scheduled to rotate off the Council in May 2024 agreed to continue serving until September 2024.

So just where were we when our current Council Year began in May 2023? It seems hard to believe now but we had only recently relaxed our mandatory masking requirement as the worst of the COVID-19 pandemic was in our rearview mirror. (We have since learned, however, with the recent resurgence of COVID-19 cases, that it never really goes away and that precautions are still necessary at times to mitigate the spread of the disease and protect the health of church community.) Church Members had also just recently granted the Church Council the authority to enter into long-term ground leases and/or sell portions of the Honolulu and Windward campuses so that underutilized portions of our real estate assets could generate a revenue stream to be used to further the mission of Central Union Church. Additionally, our Senior Minister Search Committee was still hard at work narrowing their search for our next Senior Minister while Pastor Mary Herbig continued to minister to all of us with assistance from bridge minister, Pastor Dave Smazik.

Well, a lot has happened in the life of Central Union Church (“CUC”) since then so allow me to recap certain key events:

At the top of the list was the calling of Pastor Rushan Sinnaduray by the Members of CUC to be our Settled Senior Minister. After an exhaustive search, the Senior Minister Search Committee had recommended Pastor Rushan to the Church Council, so the Council arranged for Pastor Rushan and his family to visit CUC from

Missouri for a week in June 2023 (their first time to Hawai‘i). This gave Church Members the opportunity to meet with Pastor Rushan, and it gave Pastor Rushan the opportunity to meet with us, see our campuses, learn about our ministries, and explore ‘Oahu. At the end of the week-long visit, on Sunday, June 25, 2023, Pastor Rushan preached at a unified service in the Honolulu Sanctuary which was followed immediately by a Special Meeting of CUC Members in the Parish Hall to vote on a motion to approve Pastor Rushan as the next Senior Minister of Central Union Church. The motion was overwhelmingly approved, and the call was accepted by Pastor Rushan, who then had to race with his family to the airport to catch an evening flight back to Missouri. Once in Missouri, he began the process of winding up his affairs so he could return to Hawai‘i in September to begin his ministry



Pastor Rushan leads a hybrid (part in person and part Zoom) Council Meeting

with us as our Senior Minister.

With the selection of a new Senior Minister, Church Members breathed a collective sigh of relief that the long wait was over and began looking forward with hope and joy to the new chapter that was about to unfold in the storied history of Central Union Church. For its part, the Council looked to the future by holding a retreat in July to plan for the coming Church Year. An important part of the retreat was identifying projects (existing and new) that needed attention, assessing priorities among projects, and assigning individual responsibilities to specific Council members. What had started out as a very busy Council Year continued that way with the congregation coming together again just weeks later in August to consider and vote on the Annual Budget for the 2023-2024 fiscal year (August 1, 2023, to July 31, 2024). Although a balanced budget was presented and approved, Church Members were reminded by Treasurer, David Yee, that we were likely to encounter the “waterfall” David previously warned about (*i.e.*, the period where our expenses substantially outpace our revenues) in the next fiscal year (August 1, 2024, to July 31, 2025).

To begin to address long-term financial concerns, the Real Estate Committee (“**REC**”) appointed by the Council began discussions with developer entities who had reached out to the REC after learning of CUC’s desire to explore the feasibility of generating revenue through long-term ground leases and/or sales of underutilized portions of our Honolulu and Windward campuses. By the end of 2023, the REC had completed initial meetings (Phase 1) with twelve developer entities that included campus site tours (for those who wanted them), delivery of preliminary information about our campuses, question and answer sessions, and the opportunity for the REC to gauge their continued interest. At the end of Phase 1, all twelve developer entities expressed continued interest of varying degrees (*e.g.*, some were very interested, and others were mildly interested, but each was helpful and offered to be a resource for the REC). For the next step, the REC created handouts to be shared in subsequent meetings (Phase 2, which started in January 2024) with interested developer entities providing them with key information about our financial and space requirements and asking them to provide us with their ideas and development concepts. To date, the REC has received two conceptual proposals and is working with the remaining developer entities to see if they intend to submit their ideas and development concepts. It is important to note that an essential part of this process by which the REC is engaging with the development community and explaining our financial and

space requirements is to test the feasibility of our requirements by determining what is sustainable in the current real estate market. To that end, it has been an edifying experience, one that is likely to cause the REC to pause during the next few months to recalibrate our requirements in light of what is realistically achievable.

Another Council initiative to improve our Church’s financial condition was the creation of the Endowment Working Group (“**EWG**”). Led by Council Secretary, Sarah Nam, and supported by Treasurer David Yee and contributions from others with significant investment experience, the EWG was established to perform a strategic review of CUC’s endowment. The review by the EWG revealed measurable under-performance of our



11 AM Parish Hall worship service

endowment during the past ten years (relative to benchmark) under the current investment manager and also identified strategic options for the Council’s consideration subject to further due diligence. Once additional information had been gathered, a special Council meeting was called to hear an EWG presentation where Sarah explained the 3-fold criteria for evaluating CUC’s endowment ((1) maximize financial returns, (2)

manage risk, and (3) maintain flexibility to withdraw a specified amount annually through quarterly draws); EWC members discussed their evaluation of the current investment manager's investment strategy, fees, and performance; and EWG members assessed the pros and cons of the strategic options available to CUC. A robust discussion ensued between Council Members and EWG members. Action on management of our endowment was deferred pending the acquisition of additional information regarding one final option. Once that information is obtained, the Council will re-convene to decide on any action to be taken regarding future management of CUC's endowment.

The long-standing search for a Chief Operations Officer ("COO") for Central Union Church (which had been paused until Pastor Rushan could be onboarded) was finally resolved with the hiring of Troy Tomita who came to us from the YMCA where he worked for more than thirty years. One important aspect of the COO's job is to help manage the costs and expenses of Central Union while also considering ways to enhance revenue. Equally important to the Council is that Troy's role in managing the business and operational side of the Church allows Pastor Rushan and Pastor Mary to devote more time to the spiritual and ministerial work of the Church. Previous Councils, along with the current Council, had identified this as an issue that needed to be addressed to avoid future minister burnout.

Some other memorable events during this Council Year that are worthy of note include:

- **Preschool.** On October 18, 2023, Central Union Preschool ("CUPS") celebrated its 95<sup>th</sup> anniversary! Under the gifted leadership of Director Veronique Braithwaite, CUPS continues to be a leader in early childhood education. With dedicated teachers and staff, and a stimulating and nurturing learning environment, our keiki are provided with opportunities to learn and grow toward their full potential. While CUPS has always been one of the most important ministries of Central Union Church, it is encouraging to see that after 95 years, that ministry is stronger and more vital than ever. I am also happy to note that support for CUPS remains high as witnessed by the good turnout of Church Members, parents, faculty, staff, and community members at the annual CUPS DAZZLE fundraiser held at our Honolulu campus on April 26, 2024.
- **Senior Minister Installation.** On April 14, 2024, our Central Union congregation joined with the 'Oahu Association of the Hawai'i Conference of the United Church of Christ for the Installation of Pastor Rushan. The Installation Ceremony was held in the Sanctuary of our Honolulu campus and was followed by a well-attended reception in the Parish Hall. It was an important event in the life of Central Union, officially installing Pastor Rushan as our Senior Minister.
- **Sanctuary 100<sup>th</sup> Anniversary.** In May 2024, we celebrated a significant milestone for Central Union Church. One hundred years earlier, in May 1924, the first worship service was held in our "new" Sanctuary. Construction of the Sanctuary started in 1922 and was completed two years later in 1924. It was a true labor of love, and we are grateful for the vision of those CUC members more than 100 years ago.



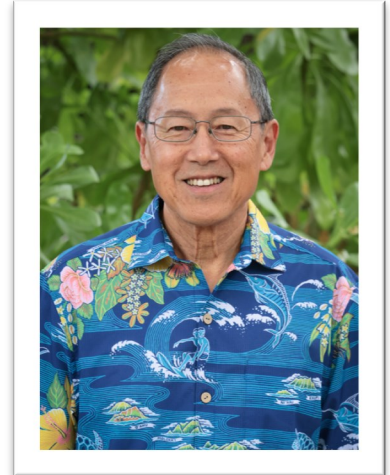
Pastor Kyle Lovett and Carl at Pastor Rushan's Installation service

- **Aha Pae‘āina at Central Union.** The 202<sup>nd</sup> Aha Pae‘āina (the “**Aha**”) of the Hawai‘i Conference of the United Church of Christ was held at our Honolulu campus from June 13-15, 2024. It was the first time since 2019 the Aha had been held in person. In addition to Pastor Rushan and Pastor Mary, CUC sent five delegates to the Aha, which was also attended by current UCC General Minister and President, the Rev. Dr. Karen Georgia Thompson. The resolution of witness sponsored by CUC (along with five other churches) entitled “*A Call to Education and Action Regarding the Crisis in Gaza*” was approved during the business session of the Aha. A number of people from Central Union volunteered the “many hands” needed to assist with the hosting duties that come with having such a large event at our church.
- **Serving Aloha.** A remarkable expression of love and caring for our neighbors can still be seen every Wednesday on our Honolulu campus as the “Serving Aloha” program continues to address the food insecurity of 700 or more people each week. Volunteers from CUC, other churches and the community provide the labor and the love needed to keep this ministry going years after it started.
- **Thrift Shops.** Another thriving ministry of CUC are the thrift shops operated at our Windward and our Honolulu campuses. Both thrift shops are growing and thriving, a clear sign of their continued importance in our communities. We are grateful for the volunteers who generously donate their time to staff the thrift shops and keep them open and operating.
- **Maintenance and Repairs.** Our Buildings and Grounds Committee and Church staff have worked diligently to address deferred maintenance and repairs at our Honolulu and Windward campuses notwithstanding funding that is often insufficient. One example is the work recently completed at Atherton Chapel, which included painting portions of the building and also replacing the deteriorating concrete platform and stairs surrounding the base of The Exceptional Monkeypod Tree in the Atherton Courtyard.
- **Security.** To ensure the safety of our staff, our congregation and all who visit our campuses, efforts to increase security at both campuses has been ongoing. These include the purchase and deployment of security equipment, such as cameras and enhanced lighting at strategic locations on our campuses, the formulation of security policies, and training sessions such as de-escalation training session conducted by staff at UH Mānoa and a training session on personal safety and crime prevention conducted by the Honolulu Police Department.
- **Community.** We are a community of believers who connect with each other primarily through worship, whether it be weekly or sporadically. Efforts have been made this Council Year to strengthen that sense of community through various events that provide more opportunities to gather together. These range from potlucks between services, to events organized by Pastor Mary for “youngish” adults, to the church-wide Love and Honesty dinner held in the Parish Hall on February 24, 2024, where more than 200 people gathered for an evening full of entertainment, food, and fellowship.

The thread that weaves its way through all we have sought to accomplish this Council Year is inscribed in bold letters above our Chancel: **LOVE NEVER FAILETH.** It is the tie that both binds us to our past and connects us to our future. What we do in the present to reflect God’s never-failing love to others in this world intersects with all that has been done in the past and all that will be done in the future. May Central Union Church continue to be a beacon of light that scatters the darkness and replaces it with hope. ‡

## Report of the Comptroller and Treasurer: David Yee

In last year's Annual Report I wrote that two Comptrollers were hired, and quit, leaving the Accounting Department without a supervisor to support them. The good news was we expected to hire a new Comptroller soon. This year, I regret to report it happened again. The Comptroller we hired was not able to successfully complete her orientation (training) period. Our salary was substantially below market which makes it difficult to attract or keep a qualified Comptroller. It's been five years since we have had stability at the position. It's time to align the salary range to market or turnover will likely continue.



### **Financial Highlights:**

- Financially resources during the fiscal year ended 7/31/24 was focused on shoring up key leadership positions. We hired a Senior Minister, Chief Operations Officer, Organizational Manager and amended the terms of call for the Associate Minister.
- We spent \$150,000 renovating Atherton Chapel which included roof repair, bathroom plumbing, interior and outside window painting and a new courtyard deck.
- Overall campus improvements - see the Buildings and Grounds Committee report. ‡

<b>UCC 5 for 5</b>	<b>FYE 7/31/24 Contributions</b>
OGHS	\$3,872
Strengthen the Church	\$2,103
Neighbors in Need	\$2,327
Our Church's Wider Mission	\$11,000
The Christmas Fund	\$3,165



**Budget Comparison FYE 7/31/24 to Proposed FYE 7/31/25 Budget**

Line	REVENUE	Est Annual CY 8/1/23-7/31/24	Budget CY 8/1/23-7/31/24	Budget next Bud 8/1/24-7/31/25
5	Total Contributions	\$763,973	\$712,494	\$746,000
20	Total Other Contributions	56,235	20,970	14,000
30	Total Special Contributions	34,881	26,133	31,090
43	Total Other Special Contributions	10,997	13,634	13,740
52	Total Trust Revenue	149,349	124,077	98,120
63	Total Other Revenue	947,102	790,855	1,019,206
92	Total Holding Revenue	225,319	0	0
79g	Total Central Union Windward Revenue	218,810	181,133	202,737
79i	Total Preschool Tuition and Fees	3,642,842	3,837,713	3,713,591
79ii	Total Preschool Donations/Other Income	101,370	516,086	386,302
80	<b>Total Operating Revenues</b>	<b>\$6,150,877</b>	<b>\$6,223,095</b>	<b>\$6,224,786</b>
79iii	Total Investment Revenue-Church	714,861	49,540	109,400
79iii	Total Investment Revenue - Preschool	251,425	24,470	25,434
84	<b>TOTAL REVENUE</b>	<b>\$7,117,163</b>	<b>\$6,297,105</b>	<b>\$6,359,620</b>
<b>EXPENSES</b>				
114	Total Worship & Pastoral	290,216	249,009	275,954
127	Total Faith Formation (Christian Educ.)	89,451	175,284	143,556
145	Total Music Ministry	200,220	220,994	230,982
161	Total Outreach	16,537	20,500	23,500
167	Total Spec. Contrib. Exp.	13,189	9,297	14,590
187	Total Social Services	11,763	19,179	3,150
218	Total Administration	846,595	893,916	1,130,895
237	Total Campus Buildings & Grounds	762,155	915,357	928,030
246	Total Wedding	83,272	41,409	79,238
259	Total Women's League	56,937	77,886	141,123
295	Total Other Expenses	539,664	536,347	0
326	Total Holding Expenses	38,601	0	0
248	Total Central Union Windward Expenses	145,303	121,325	221,195
79	Total Preschool Expenses	3,291,167	3,708,589	3,970,437
327	<b>TOTAL EXPENSES</b>	<b>\$6,385,071</b>	<b>\$6,989,092</b>	<b>\$7,162,650</b>
328	Net Surplus/(Deficit) before Endowment Draws	\$732,093	(\$691,987)	(\$803,030)
	Total Endowment Withdrawals	213,237		803,030
376	<b>NET SURPLUS / (DEFICIT)</b>	<b>\$945,330</b>	<b>(\$691,987)</b>	<b>(\$0)</b>

## CUC Unrestricted Operating Fund Reconciliation

Represents the cash flow of the CUC operating fund which is unrestricted and used to cover operational expenses.

TOTAL REVENUE	7,117,163	6,297,105	6,359,620
TOTAL EXPENSES	6,385,071	6,989,090	7,162,650
Net Surplus (Deficit)	732,092	(691,985)	(803,030)
Add Depreciation	539,664	536,347	0
Add Investment Gains	(759,526)	0	0
Less Investment Loss	0	0	0
Net Cash (Outflow) Before Draw	512,230	(155,638)	(803,030)
Add Endowment Draws 9.29%	224,812	235,146	803,031
<b>Net Cash Inflow (Outflow) after Draw</b>	<b>737,042</b>	<b>79,508</b>	<b>0</b>

## Clerk's Annual Report

January 1, 2023 – December 31, 2023

<b>TOTAL MEMBERSHIP - JANUARY 1, 2023</b>	<b>1,358</b>
<b>MEMBERSHIP GAINED IN 2023</b>	<b>+18</b>
Confirmation	0
Confession of Faith	5
Reaffirmation of Faith	6
Transfer of Letter	7
Associate	0
Reinstated	0
<b>MEMBERSHIP LOST IN 2023</b>	<b>-19</b>
Death	16
Transfer	1
Inactive	2
<b>TOTAL MEMBERSHIP - DECEMBER 31, 2023</b>	<b>1,357</b>
<b>BAPTISMS IN 2023</b>	<b>8</b>
Children	6
Adults	2

## Report of the Historian/Archives: Karl Hedberg

2024...Our History/Archives have moved totally to digital archives, beginning January 2021. Most documents arrive as electronic reports (digital) or on paper such as the Preschool Annual Report or Windward UCC Sunday bulletins, which are digitized on a flatbed scanner or via copy stand (for books or oversized documents, in sections, then stitched in Photoshop. Once documents are digital and uploaded, they are available to all on our CUC History Website at... <https://centralunionchurch.catalogaccess.com/> A good place to start is under Photos – Videos. Sermon Videos January 2021 with Rev. Brandon Duran and Sermon Videos June 2024 with Rev. Rushan Sinnaduray. Also, Remembering Kalaupapa | History & Hope – Video 2024 2a.10.1. I am incredibly grateful to those awesome individuals who help in this process. ‡



Our flatbed scanner



Our copy stand

The home page of the CUC History Website:

The screenshot shows the homepage of the Central Union Church Archives. At the top left is the church's logo, a white cross inside a circle with the text "CENTRAL UNION CHURCH" and "LOVE NEVER FAILETH". Below the logo is a navigation menu with links: HOME, KEYWORD SEARCH, RANDOM BROWSE, ARCHIVE DOCUMENTS, and PHOTOS - VIDEOS. The main heading reads "Welcome to Central Union Church Archives". Below this are sections for "Tips for Searching", "Random Images", and "Keyword Search". A paragraph under "Random Images" explains that "Random Browse" is a great way to start, displaying a random assortment of images from the records online, and that clicking a URL below an image will view the linked document, photo, or video.



## Report of the Associate Minister: The Rev. Mary Herbig

My role is to support the Senior Minister in his ministry and guide the congregation in the prayerful work of outreach and mission to the wider community. I assist in worship, offer pastoral care, guide our Young(ish) Adult ministry, support and equip Community and World Mission Ministries, and foster greater connections with our Preschool families.

### Ministry Highlights this year:

- Helped to welcome and onboard our Settled Senior Minister, The Rev. Rushan Sinnaduray, stepping back into my role as Associate Minister.
- Guided the formation of a Young(ish) Adult Leadership Team; worked with the team to develop formational mission and purpose statements and plan events.
  - ◇ Our young(ish) adults (generations X, Y, and Z) and families gather twice each month:
    - ◆ Monthly breakfasts on Sundays at 10 AM.
    - ◆ Monthly events (e.g. Pau Hana gatherings, Trivia nights, beach days, Polo on the North Shore, etc.)
  - ◇ Average attendance is between 15 and 30 adults; in total, we had 64 adults and 21 children participate this year.
- Encouraged a passionate church member to make her voice heard by bringing together a group to co-author a Resolution of Witness regarding the crisis in Gaza.
  - ◇ The resolution calls upon churches to publicly pray and call for a ceasefire and an end to humanitarian blockades in the region, and encouraged churches to educate themselves about the history of the Israel/Palestine conflict.

- ◇ The resolution was unanimously supported by Central Union's Church Council and also passed at the 'Aha Pae'āina gathering of the Hawai'i Conference UCC.

- Worked to foster greater relationships with our Preschool families by:

- ◇ Being present at Preschool pick-up
- ◇ Visiting classrooms to read and sing together
- ◇ Regularly attending Parent Teacher Organization (PTO) meetings and events
- ◇ Leading Keiki Chapel services regularly
- ◇ Offering three keiki the opportunity to be "Pastor for a





Day” through the DAZZLE fundraiser auction.

- Supervised Joanne Matsumoto (Thrift Shop Ministry Coordinator, town campus).
  - ◊ Our thrift shop is supported by about 13 volunteers. Sales are great with more than 100 visitors shopping each day the store is open.
- Supervised Jane Nagel (Director of Funerals and Memorial Services).
  - ◊ We helped 17 families honor their deceased loved ones with services. We held 14 memorials and 3 funerals on our campuses, along with many graveside and mortuary services.

**As we IMAGINE Together about the future of our church**, my dreams for our church are that we would:

- Grow in our faith and foundation through the study of God’s word, the wisdom of one another, and the beauty of the world around us.
- Widen our table and move towards being a place that is truly welcoming to all, where people of all walks of life can find safety, acceptance, and rest.
- Listen to the voices of our young people, who are telling us about their hopes and visions for this body of Christ and its work.
- Walk in Christ’s footsteps, turning our eyes outward and noticing the blessings and needs of our siblings in our island community and the world.
- Stretch our souls through Spirit-filled good works of service, advocacy, solidarity, and justice, in partnership with our sister churches, the Hawai’i Conference United Church of Christ, and community organizations.

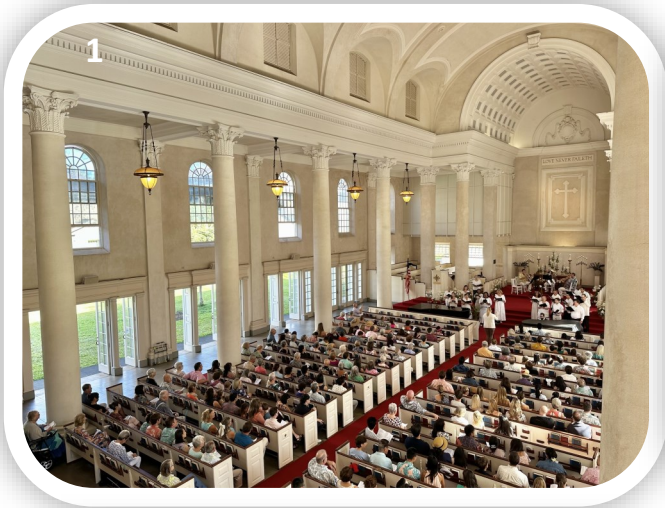
Photo Descriptions:

1. Celebrating a baptism with the Mariota ‘Ohana
2. Time for Keiki on Easter morning
3. Preschool Aloha Chapel with Pastor Gabriel, our Pastor for a Day winner
4. Sharing thanksgiving and blessing at a vow renewal
5. Young(ish) Adult Polo Day †

## Report of the Director of Music Ministries: Margaret Lloyd

Assisted by CUC's music staff and volunteers, I strive to provide a Christian ministry of music, serving CUC by engaging and embracing all seeking to embody Christ. Some of my responsibilities (May 2023 through July 2024) were to:

- Facilitate worship planning for Sundays at 7 AM, 9 AM, 11 AM, online at 10 AM; seasonal services; Rev. Rushan Sinnaduray's Installation Service 4/14/24.
- Work with Wade Cambern, *Contemporary Service Music Lead*, on audio and video productions for the pre-recorded music library as a resource for online worship.
- Ensure copyright compliance for all music included in worship services, procuring permissions as necessary beyond coverage provided by ONE LICENSE and CCLI (Christian Copyright Licensing International) licensing agreements.
- Serve as pianist and/or organist for two local weddings and 14 memorial services.
- Partner with the Personnel and Pastoral Relations Committee in the hiring of our *Director of Choirs*, Sarah Young, effective 8/1/23; our *Worship Musician*, Lorna Bright, to serve the Central Union Windward (CUW) Ministry, effective 10/16/23; our *Soprano Soloist*, Natalie Mitchell, effective 1/11/24.
- Support resident music ensembles: Bellissima!, Chancel Choir, CUW Ministry Chancel Singers, Kaimalino Serenaders, Ke Aloha Pau 'Ole, Nā Wai Chamber Choir, Pohnpei Ministry Choir, Pohnpei Ministry Quartet, Soloist Ensemble, The Hawai'i Nui Chorale, Worship Team, Youth Singers.

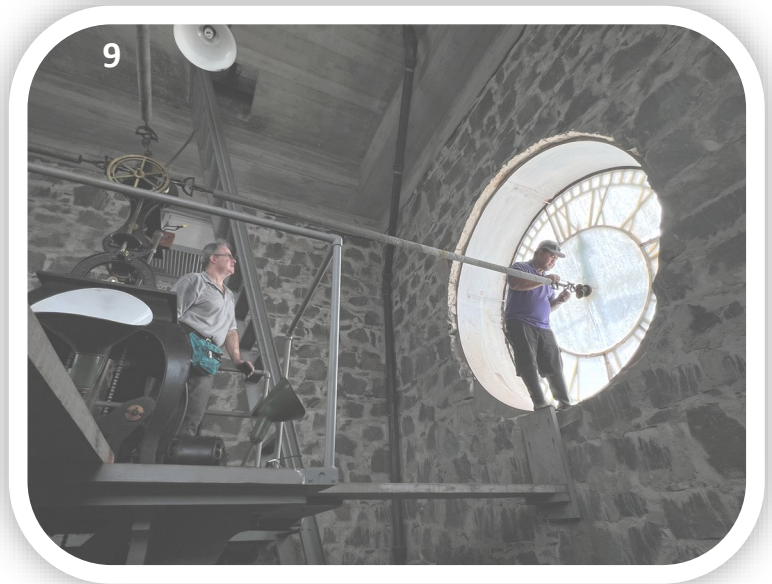


- Develop the Choral Scholars project, working with the Music Ministry to offer four university-based vocalists an opportunity to support various CUC choral ensembles and to interact with a faith-based community. Participants: Emmie Siebert, *soprano*; Monique Luckett, *alto*; Charles Lonborg (Fall 2023) and Brett Keniston (Spring 2024), *tenor*; Matthew Yamada (Spring 2024), *bass*.
- Host one-day choral festivals & concerts: Choirs of America Nā Leo ‘O Hawai‘i 3/15/24 and 4/5/24; WorldStrides Heritage Festival 3/22/24; Pacific Basin Music Festival 3/25/24.
- Manage 74<sup>th</sup> presentation of Handel’s Messiah: Messiah I Ka ‘Olelo Hawai‘i, featuring Nā Wai Chamber Choir, The Hawai‘i Nui Chorale; Soloists: Emily Vidler, *soprano*; Jose Barbasa, *countertenor*; Keith Wallace, *tenor*; Christopher Kelsey, *bass*; members of the Hawai‘i Symphony Orchestra; Sarah Young, conductor.
- Coordinate additional concerts: Nā Wai Chamber Choir 7/30/23; Trinity Christian School Holiday Concert 12/1/23; Nā Wai Chamber Choir 1/7/24; 19<sup>th</sup> Annual AGO Organ Recital, James Kealey, organist 3/3/24 (co-sponsored by the AGO Hawai‘i Chapter); Nā Wai Chamber Choir 3/17/24.
- Oversee piano maintenance by Phil Glenn of nine pianos on two campuses; organ maintenance by James Gruber of two pipe organs, one electronic organ by Bob Alder; carillon programming; Spire clock maintenance by Rick Alhadeff and Robinson Fredrick.



Photo Descriptions:

1. Easter Sunday with Chancel Choir & The Honolulu Brass
2. Worship Team & keiki
3. Chancel Singers from CUW Ministry at Installation Service
4. Ke Aloha Pau 'Ole & Pohnpei Ministry Choir singers
5. Choral Scholars: Brett Keniston, Monique Lockett, Emmie Siebert, Matthew Yamada (Spring 2024)
6. WorldStrides Heritage Festival adjudication
7. Messiah 2023: Sarah Young, Emily Vidler, Jose Barbasa, Keith Wallace, Christopher Kelsey, Margaret Lloyd
8. 19<sup>th</sup> Annual AGO Recital: James Kealey, organist
9. Spire clock maintenance by Rick Alhadeff & Robinson Fredrick



Remembering Nyle Hallman:

CUC's ministry of music was blessed for decades by the dedicated service of **Nyle Hallman, Organist Emerita**. We mourned her passing on February 14, 2024. Nyle served as *Assistant Director of Music and Organist* from 1969-1998. We honored Nyle following her 80<sup>th</sup> birthday in 2008 and again after her 90<sup>th</sup> birthday in 2018. I treasured her friendship and appreciated her willingness to assist with worship services, weddings, and memorial services as needed. †



Photo Descriptions:

1. Photo for A Tribute Honoring Nyle Hallman concert on 10.19.2008
2. Constance Uejio, Nyle Hallman, Margaret Lloyd on 10.20.2018
3. Memorial Service Celebrating the Life of Nyle Hallman on 3.23.2024

## Report of the Preschool Director and Committee: Veronique Braithwaite

Central Union Church Preschool and Kindergarten is a Christian-based early childhood program that promotes spiritual, cognitive, socio-emotional and physical growth in a nurturing environment and provides a solid foundation for early learning. Its purpose of educating the whole child to promote a life-long enthusiasm for learning and provide a smooth transition from home to school remains. It promotes the value of early childhood education throughout the community and provides for the ongoing growth of its faculty and parent community.

The Preschool is a thriving ministry under Central Union Church and provides a nurturing and stimulating environment with a program designed to promote the cognitive, social, physical, emotional and spiritual growth of children. Teachers bring a variety of strategies based on sound and proven developmental theories that encompass the diversity and broad range of children's learning needs. The classrooms are center-based and equipped with materials that promote development through multi-sensory experiences. The children's developmental, individual needs and interests provide the basis for planning and scheduling the content of the program. Hands-on activities and experiences in drama, art and music; reading and literature; math and science; culture; physical education; Christian education; and technology are incorporated into the curriculum. An integrated curriculum based on a unit approach provides the basis for the development of independence, fine and gross motor skills, language and mathematical skills, self-awareness, social skills, and creative expression. Children are encouraged to explore, discover, question and seek their own answers to problems. The growth of the whole child is always the focus. Excursions and outdoor and indoor play are essential aspects of the program.



### Highlights and achievements of our year:

- Return of classic SNOW DAY for the Preschool on December 8, 2023; CUPS Parent, Michael Yu helps a preschooler down a hill of cold snow.
- CUPS keiki celebrated Chinese New Year (year of the Dragon) on campus, February 8, 2024, with a visit from the lion dance troupe from Saam Fu Chinese Cultural Arts.
- DAZZLE 2024 was held on the Church and Preschool grounds on April 26, 2024. It was an evening filled with fundraising, fellowship, and great food all highlighting the aspects of Central Union Church Preschool program.
- Blessings to Preschool Development Assistant, Ms. Rene Wilkins (featured with Preschool Director, Mrs. Braithwaite) who retired in July 2024 with 14 years of service at CUPS.

### 2 – 3 dreams for Preschool Ministry and for the year ahead:

- Expansion of 'Ohana Toddler program to accommodate and serve more families needing this program service.
- Continue advancing with fundraising and grant opportunities to better serve and support the operations of the Preschool program. †

## **Report of the Director of Children's Ministries/CUPS Music Teacher:**

Cayanna Herrera

My role at Central Union Church is two-fold. In Children's Ministry, it is my goal to introduce children to Jesus in a way that inspires a desire to begin a relationship with God and to provide tools to parents to help each family grow in faith. As Music Teacher at Central Union Church Preschool and Kindergarten, it is my goal to help children recognize and embrace beauty in the world, gain confidence, practice important life skills, and help grow their faith using the vehicle of music education.



Compassion Camp 2024



Beach Day with Children's Ministry and CUPS families



Godly Play on Christmas in July Sunday

### **Highlights and achievements of our year:**

- Successfully helped to plan and participated in special worship services including: Annual Backpack Blessing, Christmas Eve Family Service, and Intergenerational Worship Service.
- Planned and participated in special events including: Annual Advent Workshop, Annual Easter Egg Hunt, and Christmas in July 'melted snow' day activities.
- Collaborated with CUPS administration to grow and expand our Godly Play program at the Preschool.
- Planned and ran a successful Compassion Camp.
- Planned and executed special programming at CUPS that included the annual Christmas Chapel and Lei Day programs.

### **As we IMAGINE together the future of our church, Children's Ministry plans to:**

- Continue to grow our Godly Play program by hosting more training events, purchasing more stories and materials, enabling more members to receive training in Godly Play to expand the Godly Play program from a Children's Ministry program into the wider church, and encourage more ministries to include Godly Play as a part of their internal and external mission and ministry
- Continue to expand our Godly Play program in partnership with CUPS to grow the faith formation opportunities for our Preschool students and their families
- Develop and nourish relationships with our CUC and CUPS families through opportunities for fellowship and special events outside of traditional worship times. ‡

# YOUTH Ministry

## Our purpose

We exist to inspire and empower young people to embrace their faith, grow in character, and make a positive impact in the world. Through meaningful relationships, engaging activities, and faith formation we provide a supportive community where youth can explore their spiritual journey, discover their purpose, and develop into compassionate leaders who reflect the love and teachings of Christ. (And there's always food!)

## Highlights of the year

- successful Punahou Carnival parking fundraiser
- logged 100+ service hours (many at Serving Aloha)
- fun group activities like our Christmas party, ice skating, karaoke & escape rooms
- kicked off Confirmation with a retreat on O'ahu

## Looking at the Future

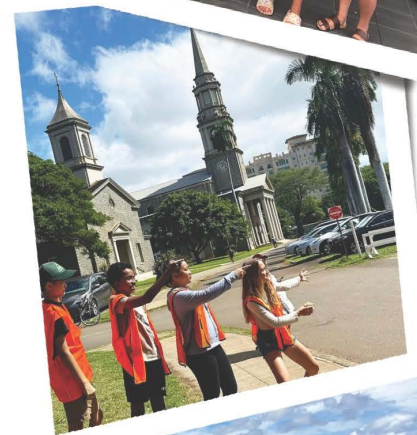
- to continue to see youth grow in their relationships with God and one another
- to offer a small college scholarship to youth who participate in service hours

## Mahalo!

Special thanks to the amazing volunteers who made our retreat happen: Kristen Young, Mark & Maurina Ludwig

With Gratitude, Melissa Thach

[melissa-thach@centralunionchurch.org](mailto:melissa-thach@centralunionchurch.org)



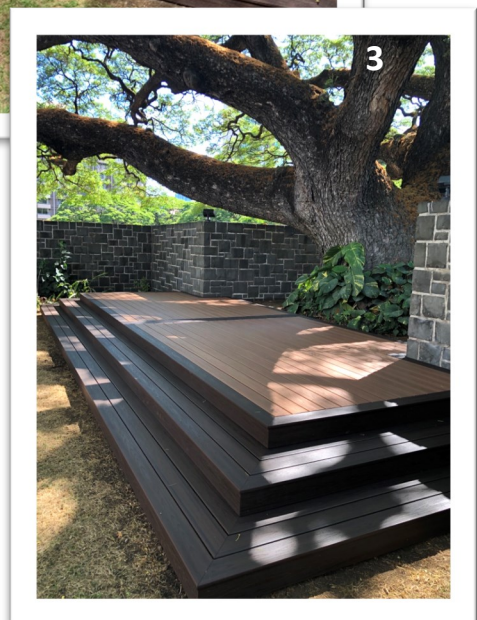


## Report of the Buildings & Grounds Committee: Sam Failla

Per Standing Rules - Work with the Real Estate Committee & church staff on planning, maintenance & repair of church campuses and properties. Per charter:

- Develop and recommend policies & procedures for efficient, effective and safe administration of all physical assets.
- Ensure grounds are properly maintained and cared for.
- Repair & maintenance done in timely and satisfactory manner.
- Ensure efficient use of grounds & building spaces.
- Ensure there is adequate provision for supplies, hardware, equipment etc., and obtain reasonable bids with quality workmanship when outsourcing contracts.
- Ensure staffing requirements are adequate.
- Ensure budget spending levels are adequate & priorities for repair, maintenance equipment etc., is established.
- Make recommendations regarding preventive maintenance, renovations and new construction projects as well as outsourcing contracts and monitoring the contractor's work.

**Members:** Scott Ballentyne, Sam Failla, Dona Hanaike, Alan Hirota, Shane Kumura, Rik Papa, and David Yee. Cory Taylor and Troy Tomita, staff. Danny Cochran, advisory.



## Highlights and Achievements:

- Improvements to Atherton Memorial Chapel (“AMC”): Repainted interior trim, walls, exterior doors and windows; repaired leaky roof; repaired leaking exterior wall; replaced toilets and sink fixtures; replaced courtyard decking (photo 1, 2, 3 on previous page) surrounding The Exceptional Monkeypod Tree ,overseen by certified arborist.
- Increased security on campus by installing security video monitoring system on Windward campus and contracting for a similar system to be installed on the Honolulu campus including the Preschool area.
- Installed bollard/chain fencing on The Great Lawn (photo 4), and filled potholes on the driveway.
- Refinished floor tiles in the Women’s Building. Ongoing program of upgrading lighting system on both campuses to LED, most notably, inside and outside of the Women’s Building.
- Expanded Internet/wi-fi system to Sanctuary which will allow for livestreaming of Sanctuary Sunday services as well as other programs. Also got the Spire clock lit up and working. (photo 5)



## Wish list:

- Upgrade irrigation system for the Honolulu campus so we can monitor/improve water usage, while developing and implementing a landscape/planting plan on the Honolulu campus to help beautify the campus and carry out the “Church in the Garden” concept.
- Create reserve study for the Honolulu campus to project and provide for long-term capital improvement needs.‡

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## **Report of the Central Union Windward Ministry:** Janice Wakamatsu

The CUW Ministry continues to meet the mission of serving the Windward ‘Oahu community through regular worship services, operation of a bi-weekly Thrift Shop, weekly Food Pantry program, providing Bible study, prayer groups and other spiritual development programs. Additionally, we serve the community by providing meeting spaces for Windward recovery groups, educational programs, sharing the church side of the campus with the Marshallese United Church of Christ congregation and part of the campus with a private enterprise that provides day care and preschool education. All of the above meet various needs in our community.

Members of the CUW Ministry Leadership Team are Sam Failla, Linn Garcia, Suzanne Jambeau, Virginia Kawauchi, Jocelyn Pratt, Peggy Anne Siegmund, Elbridge Smith, and Jan Wakamatsu. Cory Taylor serves as the CUC staff liaison. Worship is held every Sunday along with a Christmas Eve Service. We had recurring speakers throughout the year – Rev. Arthur Briggs, and his wife, Rev. Jessica Briggs, Kahu Alpha Goto and Kahu Richard Walenta, Rebecca Woodland and Rev. RushanSinnaduray. Lorna Bright is our pianist and choir director.

- The CUW Thrift Shop had another successful year under the management of Joan Bennett. We enjoy a regular clientele and are blessed to have several members and friends from the congregation along with others from the community who enjoy the camaraderie and opportunity to volunteer.

- The Food Pantry continues their long history of serving Windward clients. All aspects of the program are handled by community volunteers using CUW as the distribution center.
- The year started with Ministry volunteers manning the office several days a week to greet visitors and answer phone inquiries along with other necessary duties to secure pulpit coverage and prepare Sunday bulletins. CUW Ministry members plan and execute worship each Sunday – open, prep and secure the Sanctuary, provide worship leaders, decorating, Altar Guild, and other details for worship. A part-time Office Administrator, Tracy Tassie, was hired in early spring, and she has taken over some of the duties.
- Kama‘aina Kids continues as a long-time tenant providing early childcare and preschool opportunities. The Honolulu Marshallese UCC congregation shares the church side of the campus on Sundays, along with a couple of recovery groups and Boy Scout Troop 223, who use the Fellowship Hall on weeknights.
- We recently began using the Lifeline Fire and Security system on the CUW campus and have found it to provide excellent service to deter overnight trespassers on the campus and provide a feeling of safety for those who use the facilities during the day and evening.



Photo Descriptions (clockwise from upper-left):

1. Kahu Walenta, Rev. Sinnaduray, Rev. Art Briggs
2. Jeannie Shaw and her hula sisters kokua with Hawaiian Sunday worship
3. Lauren Medeiros and members of the Marshallese congregation join in worship at CUW

**As we IMAGINE a future for the Windward campus in the coming years:**

- we especially want to reinforce the ties with the Honolulu campus, and
- eventually want to have a permanent/part-time pastor at CUW. ‡

## Report of the Community Ministry: Ronny Lynn

### **Our mission statement:**

“Turning faith into action, we engage our congregation to transform lives by serving people in need in our community.”

### **Our members:**

Evie Hao, Rebecca Woodland, Tom Kiyabu, Ken Harding, Martha Balkin, Ronny Lynn, and Laura Steelquist. De facto members, Fanny Yeung and Veronica Cheung for their dedication to forming Serving Aloha and their continued leadership roles therein.

**What we do:** We provide CUC with opportunities to serve others in need and we sponsor ongoing programs and events that promote justice and community equity as well. To accomplish our mission, we often partner with other churches and community organizations.



### **Photo Descriptions** (clockwise from upper-left):

1. Donna and Don preparing meals (March 2024)
2. *Israelism* film screening (March 9, 2024) in the Parish Hall
3. Pride Parade 2023 - sharing a trolley with sister churches
4. Patti Look and Laura Steelquist preparing meals (March 2024)

- **Hot Meals.** On the second Tuesday of the month, a dedicated team prepares 150 hot meals for Keauhou Shelter, Family Promise families, and the Youth Outreach program in Waikiki.
- **Serving Aloha.** Our weekly food distribution has continued every Wednesday with help from dozens of volunteers from the church and wider community. Each week, we provide well over 700 families with grocery essentials like fresh produce, dairy, and meat.
- **White Gifts.** The congregation responded generously with donations of money and gift cards. We were able to purchase over 800 gifts, enough to fill all requests for all age groups. We were able to assist HUGS and fill a special request from Keauhou Shelter for inflatable mattresses.
- **2023 Pride Parade.** We partnered with some of our sister churches to have a presence in the Pride Parade and let our neighbors know that love is love and God’s love is for ALL! We rented a trolley and several church members rode or walked in the joyful parade.
- **Community learning opportunities.**
  - ◇ We hosted a **film screening of *Israelism* and a panel discussion** (offering education on the situation in Palestine/Israel) on March 9, 2024. This was offered in partnership with Jewish Voice for Peace, Hawai’i for Palestine, Faith Action, and other community organizations. Over 150 people, both church members and wider community members, were in attendance.
  - ◇ Hosted **Empty Homes Tax presentation** (July 25, 2024) in partnership with HiHAC (Hawai’i Housing Affordability Coalition) and Faith Action to learn about this way to increase affordable housing.

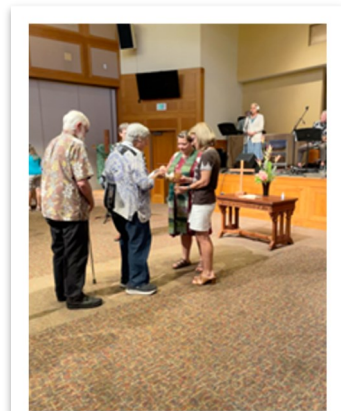
We look forward to continuing to work in partnership with the Holy Spirit, as we build towards God’s kingdom of peace, justice, and equity in our community and in this world! †

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## **Report of the Diaconate:** Martha Balkin

The **purpose** of the Diaconate, the Deacons and Deaconesses of the church, is to minister to church members by assisting the clergy as they conduct the Sacraments of the church and to assist in worship services, communion, baptisms, memorials, scripture readings, prayers and announcements. In addition, the Diaconate assist in greeting and making attendees feel comfortable at church services and activities and visit church members who may be elderly, ill, or in need of spiritual support.

**Members:** Martha Balkin, Lamela Battley, Will Brown, Robin Campbell, Veronica Cheung, Robinson Fredrick, Claire Gearen, Karl Hedberg, Sue Johnson, Adrienne Wing Lau, Maurina Ludwig, Bruce Luxton, Sally Mist, Mark Norseth, Dusty Santos, Regina Shimomura, Sylvia Spalding, Laura St. Denis, John Steelquist, Nathan Wong, and Fanny Yeung.



Left to right: Dusty Santos assists with baptism; Regina Shimomura and Fanny Yeung prepare the communion elements for Maundy Thursday; Martha Balkin assists with communion at the 11:00 AM service.

**Highlights and achievements of our year:**

- Delivered 40 poinsettias at Christmas and mums at Easter to members that are homebound or in need of support.
- Provided stipends for three summer interns at Kailua Christian Church.
- The scholarship committee revised guidelines, in order to cast a wider net of funding availability.
- Assisted in preparations for Pastor Rushan and the Sinnaduray ohana’s arrival, preparing Manse, office, welcoming and transporting.
- Provided support to our clergy during worship, baptisms, memorials, and communion.
- Provided financial support to those in need.

**As we IMAGINE together the future of our church, for the year ahead, the Diaconate plans to:**

- Support new ways of equipping ministers so that we might help address the shortage of qualified clergy within our denomination and nationwide.
- Explore ways to support the Women’s Retreat.
- Look for ways to create connections with our neighbors, i.e., food trucks or other activities that can include those in the neighborhood.
- Reinstate a Prison Ministry. Diaconate members are currently involved in efforts through other organizations that look to break down walls between those inside and those outside through discussion groups, gardening classes, etc. ‡



Memorial set up



Women’s Retreat 2023

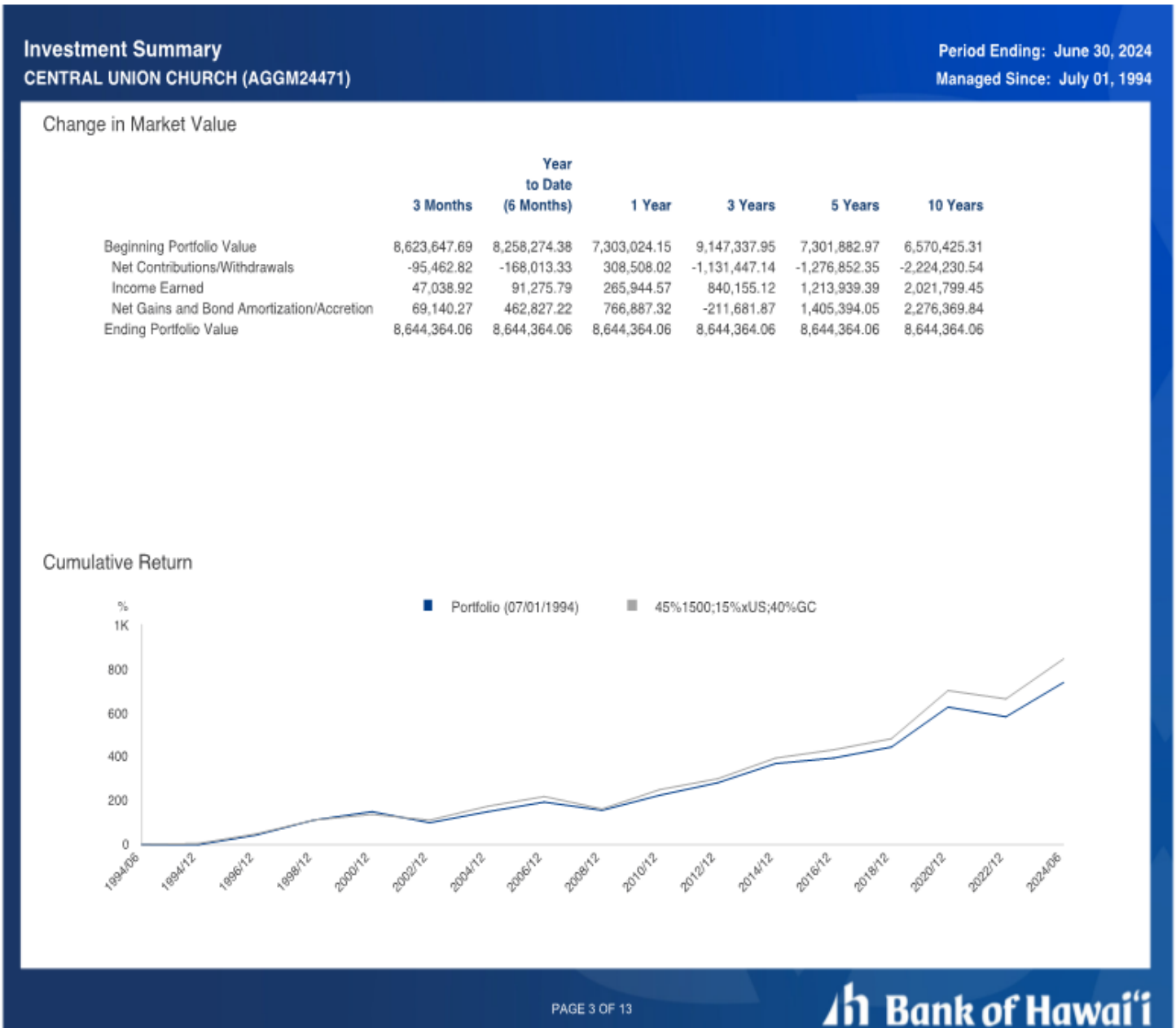
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**Report of the Investment Committee: David Yee**

**Purpose:**

Our purpose is to preserve the endowment fund to provide current and future sources of revenue for the church. Our committee is responsible for the oversight of our professional fund manager. Bank of Hawaii has managed our portfolio since July 1994. The total portfolio performance from July 1, 1994, to June 30, 2023, has averaged 7.36%. The portfolio balance was \$8,644,364 as of June 30, 2024.

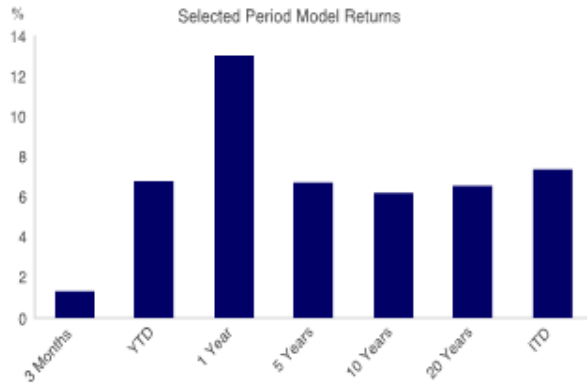
**Highlights and achievements:**



The graph above shows a growing underperformance that is indicated by the gap between our actual and index performance as seen above. Due to this widening gap, we have contacted fund managers, in addition to the Bank of Hawai'i. A review is ongoing. It is understood the fund manager is being hired to be a balanced manager. A function of that responsibility includes asset allocation as shown in the graph on the following page. To contain risk and provide guidance to the manager, we monitor the assets allocation to a target of 60% Equity to 40% Fixed Income split. The manager has the flexibility to operate in the range of 45% to 65% for Equities and 35% to 55% for Fixed Income at any given time. ‡



Total Portfolio Gross of Fees returns

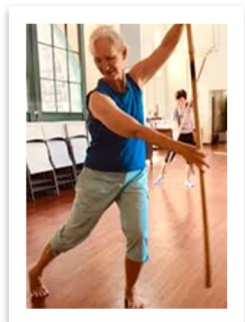


	Market Value	% of Mkt Val	3 Months	Year to Date (6 Months)	1 Year	5 Years	10 Years	20 Years	Inception to Date 07/01/1994
● Total Portfolio Gross of Fees	8,644,364		1.36	6.79	13.06	6.72	6.25	6.57	7.36
Total Portfolio Net of Fees	8,644,364		1.24	6.53	12.50	6.12	5.53		
45% SP1500;15% World Ex US;40% BBGC*			1.82	6.90	13.18	7.51	6.97	6.79	7.78
● Domestic Equities	3,952,613	45.7	2.49	13.00	22.83	13.39	11.63	10.03	9.98
S&P 1500			3.66	14.35	23.52	14.59	12.50	10.27	
MSCI USA IMI			3.35	13.64	23.31	14.34	12.30	10.36	10.77
S&P 500			4.28	15.29	24.56	15.05	12.86	10.29	10.80
● International Equities	1,637,429	18.9	.52	5.43	10.86	5.21	2.99	5.52	
MSCI AC World Ex USA NR			.96	5.69	11.62	5.55	3.84	5.78	
● Taxable Fixed Income	2,830,103	32.7	.33	-.13	3.33	.14	1.73	3.32	4.62
Bloomberg US Govt/Credit			.05	-.68	2.74	-.07	1.51	3.21	4.60
● Cash & Equivalents	224,219	2.6	1.41	2.88	5.50	2.03	1.40	1.52	
Lipper US Treas MM IX			1.26	2.53	5.14	1.95	1.27	1.27	2.07

## Report of the Mind, Body & Spirit Movement Ministry:

Carol Alevizos & Margie Smith

**Purpose:** Our purpose has always been to care for our wonderful congregation via Mind, Body and Spirit. Once COVID-19 lockdowns began, we focused on finding and creating opportunities for our congregation to



Mindful Movements with Marion



Centering Prayer Group: Carol A., Pili, Karen, Carol E., Ken, Arlene, Richard  
Not pictured: David, Debbie, Fran, Lauren, Lyn, Mark, Nancy



connect and “see” one another in new ways.

All are welcome to our offerings which include:

- **Mindful Movements**  
Marion Lyman-Mersereau’s relaxing Mindful Movements exercises are online every Wednesday at 4:00 PM.
- **Mindfulness Class**  
Marion Lyman-Mersereau conducts a Mindfulness Class every Monday from 5:00 - 5:30 PM.
- **Centering Prayer Meditation & Reading from Christian Mystics**  
Centering Prayer is a how-to method to deepen our relationship with God. “Be still and know that I am God.” Psalm 46:10. Carol Alevizos offers a weekly in-person small group in the Music Building on Wednesdays from 6:30 - 8:00 PM. “God’s first language is silence, everything else is a poor translation.” Thomas Keating.
- **Centering Prayer & Welcoming Prayer**  
Margie Smith co-hosts Centering Prayer plus Welcoming Prayer online Mondays from 7:30 - 8:30 PM. The Welcoming Prayer is a how-to method of consenting to God’s presence and action in our physical and emotional reactions to events and situations in daily life. ‡

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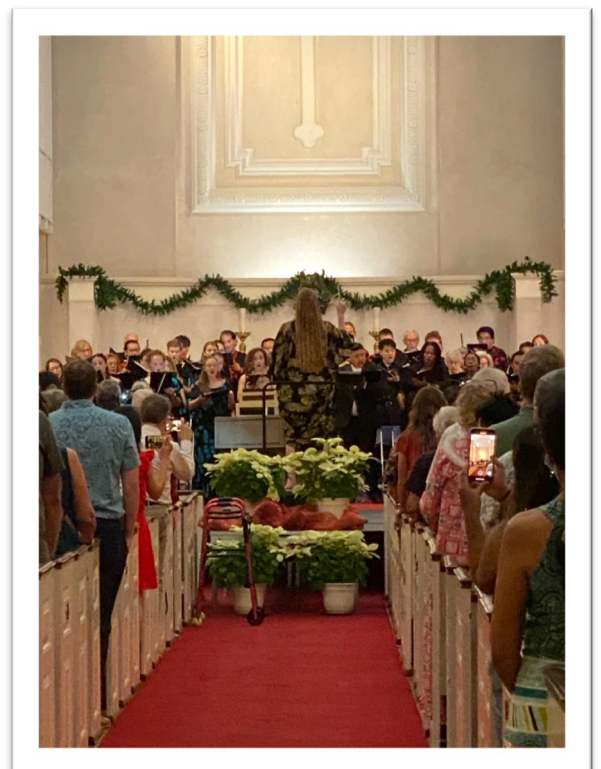
## **Report of the Music Ministry:** Eleanor Mudrick

Our Mission is to support participation in the Music Program and assist as Greeters and Ushers at live events. Our ongoing project, “The Choral Scholars,” comprised of local University music students, has been well received. We plan to make them a regular part of our choirs.

Director of Choirs, Sarah Young, started directing in August of 2023 and has favorably contributed to the success of our many choral groups. She directed the annual Messiah performance, truly a great accomplishment.



Chancel Choir on Palm Sunday, March 24, 2024,  
Sarah Young , director



Messiah 2023, Sarah Young, conductor



Ke Aloha Pau ‘Ole with The Honolulu Brass on Easter Sunday

Back row: Emmie Siebert\*, Natalie Mitchell, Brett Keniston\*, Keith Wallace.

Front row: Monique Luckett\*, Ezinne Dawson, Matthew Yamada\*, Christopher Kelsey

\*Choral Scholars

Members: Eleanor Mudrick, Chairwoman, (Vacant - Recording Secretary), Lisa Haley, Dr. Kalani Brady, Youth Rep. Kapai Santos, (daughter of Jansen Santos), and (Vacant-Council Liaison).

### Highlights of our year:

- Choral Scholars: Music Ministry approved funding for both the Fall and Spring Semesters: October – December, 2023, and February – May 1, 2024, and some additional summer appearances.
- Handel’s Messiah performance presented on December 10, 2023, at 7:00 PM. We had 9 Ushers / Offering Collectors: Maurina Ludwig, Marion Lyman-Mersereau, Laura St. Denis, Mark Norseth, Stephen Steiner, Eleanor Mudrick, Fanny Yeung, Veronica Cheung, and Thomas Ekman. Sarah Young stepped up to bravely direct the Messiah since Dr. Jace Kaholokula Saplan was unable to travel from Arizona.
- American Guild of Organists, Hawai’i Chapter, co-sponsored an Organ Recital, Sunday, March 3, 2024, featuring James Kealey.
- Saturday, March 23, 2024, there was a beautiful memorial service for Nyle Hallman, Organist Emerita.‡

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## **Report of the Nominations and Governance Committee:** Carol Egan

Carol M. Egan, Chairperson

Maurina Ludwig, Martha Balkin, Carl Schlack, Committee Members

The Nominations and Governance Committee (the “**Committee**”) of Central Union Church (the “**Church**”) is tasked with the following primary responsibilities:

- 1) identify and nominate from the congregation candidates to serve as Officers of the Church and as members of the Church Council (the “**Council**”) and to recommend candidates to serve on search committees and special advisory committees to the extent required by the Council Chair; and



Maurina Ludwig, Martha Balkin, Carl Schlack and Carol Egan

- 2) review the governing documents of the Church and its Committees (i.e. Articles of Incorporation, Bylaws, Standing Rules and Charters) and recommend changes where appropriate; and
- 3) address and work to resolve conflicts of interest that may arise from time to time.

For the upcoming Council year the Committee identified and nominated ***for consideration and approval of the Congregation***, the following Church Members to serve as Church Officers and Council Members for the following offices and terms:

**Officer Position whose 2-year term ends in 2026**

Chair – David Yee

Vice-Chair – Brody McMurty

Secretary – Colleen Ho’omana

Treasurer – Ciarra Sapigao

**At-Large Council Member whose 1-year term ends in 2025**

Melveen Chun

**At-Large Council Members whose 3-year term ends in 2027**

Sam Failla

Paul Hayes

Joan Murata

Note that the other **Officer** positions and the other **At-Large Council Member** positions are currently filled by Church Members who are completing multi-year terms.

We commend those who have volunteered to serve the Church by their participation on the Church Council.

The Committee is not recommending any further changes to the Church’s governing documents at this time.

To ensure that Council decisions are made free of conflicts of interest (so that Church Members have confidence that Council Members are acting solely for the benefit of the Church and its Committees), the Committee has been available to resolve any conflicts of interest that have arisen. ‡



**Report of the Pohnpei Ministry: Mark Ludwig**

**Pohnpei Ministry 2023 – 2024 Officers elected are as follows:**

Chair: Wp. Mark Ludwig

Vice-Chair: Kisino Hadley

Secretary/Treasurer: Dusty Santos

**2024 Officers’ goals:**

- A) Review Ministry Policy and Procedure Manual with Senior Minister, Pastor Rushan.
- B) Increase Membership.
- C) Increase involvement with CUC activities and Ministries.
- D) Obtain licensing of Pastors from the O’ahu Association of Hawai’i Conference.

**A. The following policies and procedures have been clarified:**

- 1) Clarification of Accountability according to CUC's policies, rules and bylaws.
- 2) Accounting & Finances.
- 3) Campus Use & Reservations.
- 4) Licensing of Pastors by the O'ahu Association Committee on Ministry.

**B. Members**

Church members are slowly returning back to in-person services after COVID.

**C. Ministry/Celebrations**



1) Easter Week 2023

2) Baptism



1d

- 1) March-April we continued our one-week tradition in celebrating Holy Easter Week.
- 2) Outreaching to Pohnpei House started again on November 05, 2023 to current.
- 3) Outreaching to the Pohnpeian community in Hawai'i for funeral services and other important events is ongoing.
- 4) Children's Bible Study Friday evenings at Ala Wai Park hosted by Lay Leader Jansen Santos and wife.



3) Pohnpei House Outreach service. Visiting patients and serving communion. Ministry members provide food/snack, household goods, cleaning and laundry supplies!



4) Friday Night Children's Bible Study at Ala Wai Park!! Sounpadahk & Kedpadahk Santos run it every week!

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### **Report of the Women's League:** Charlene Lorenzo

- 1) The Women's League ministry is to unite women of the church in Christian Fellowship through worship, service, education and social activities. Our purpose is to strengthen the program of CUC as it serves the cause of Christ in the Church & the community.
- 2) We provide women in the church with leadership roles and enabled CUC to provide outreach to community organizations that are women- and family-focused.
- 3) Our Scholarship Committee has been able to offer more scholarships to applicants this year. We are grateful to assist those recipients to further their education.
- 4) The Thrift Shop has been the life line to the church as they provide substantial monetary support to the church. Our volunteers do outstanding work to provide resources to the community to individuals in need of help. ‡

## **Report of the World Mission Ministry: Janice Trubitt**

It is our mission to perform God's work as Christ's by sending money, goods and missionaries throughout the world, spreading Christ's Gospel to all. We create partnerships by acts of outreach nurtured with prayers, concerns and encouragement. We want to educate, call to service, and build "person to person" and "people to people" bonds in the name and teachings of Christ. So, it is our goal to seek and support projects and programs which endorse our mission while engaging Central Union Church members as valuable resources.

Members of the World Mission Ministry have been Koby Berrington, Ruth Chang, Janice Trubitt, Sam and Remy Somson, Robin Campbell, Jodee Farm, and Mary Wu.

For the 2023-2024 fiscal year, the World Mission Ministry has given \$1,500 to the Philippine Seminarian project which sponsors three seminarians in their education, a project which started in 2009. With the suggestion of Peter Makan, the Global Relations Minister for the Middle East and Europe within Global Ministries, we donated \$3,000 to help support our partners on the ground in Gaza, which does include the Department of Service to Palestinian Refugees. Our funds will help these partner organizations offer psycho-social care for children, as well as basic support for families who are displaced in Gaza. This was in response to a humanitarian appeal for aid in Gaza. We did not receive Central Union Church funds for this period so no other donations were made. ‡



Philippine Seminarian Project



Supporting humanitarian aid in Gaza

## Report of New Members 2023

<b>Member #</b>	<b>Name</b>	<b>Date</b>	<b>How</b>
15795	Look, Patricia "Patti"	May 21, 2023	Confession of Faith
15782	Elm, Barbara	June 18, 2023	Confession of Faith
15783	Elm, Joe	June 18, 2023	Confession of Faith
15784	Maxey, Donald	June 21, 2023	Reaffirmation
15785	Meyer, Donna	June 21, 2023	Reaffirmation
15786	Garnick, Lindsey	August 27, 2023	Transfer
15787	Hayes, James "Paul"	August 27, 2023	Confession of Faith
15788	Elston, Peirou	September 10, 2023	Reaffirmation
15789	Elston, Shaun	September 10, 2023	Reaffirmation
15790	Kim, Danielle	September 10, 2023	Transfer
15791	Kim, River	September 10, 2023	Transfer
15792	Kumura, Shane	September 10, 2023	Confession of Faith
15793	Misa-Lau, Pearl	September 17, 2023	Transfer
15794	Lau, Richard	September 17, 2023	Transfer
15796	Sinnaduray, Andrew Rushan	September 25, 2023	Transfer
15797	Nambu, Kaoru	December 3, 2023	Transfer
15798	Yun, Grace	December 10, 2023	Reaffirmation
15799	Yun, Andrew	December 10, 2023	Reaffirmation

**Total = 18**

## Report of Baptisms 2023

<b>Baptism</b>	<b>Name</b>	<b>Parents</b>	<b>Birthday</b>
01/29/2023	Wassman, Kaleikaumakaakealoha Lucy Jean	Wassman-Morris, Amy Kilia & Wassman, Clifford Harrison Kealohaokalani	01/31/2016
03/12/2023	dela Cruz-Ilac, Graciella Mai Macuguy	Ilac, Ryan James & dela Cruz, Charity Joyce Manangan	11/07/2020
04/09/2023	Cochran, Koen Parker	Cochran, Charisse del Barrio & Cochran, Daniel Harney	02/10/2023
06/22/2023	Mariota, Makaia Kei	Mariota, Kiyomi Cara & Mariota, Marcus Ardel Taulauniu	12/07/2022
07/09/2023	Nix, Louise Margot	Nix, Baccara Parrish	08/13/2016
09/03/2023	Kumura, Shane Kazo Kaohu	n/a	11/21/1980
09/03/2023	Cochran, Daniel H	n/a	11/05/1978
12/31/2023	Baumann, Callum Alexander	Baumann, Kathetine Hastings & Baumann, Nicholas Scott	04/20/2023

**Total= 8** (6 children/2 adults)



## Report of Deaths 2023

Member #	Name	DoD	Age
15733	Phillips II, Arnold "Arne"	January 27, 2023	
15745	Buck, Rev. Elden	February 13, 2023	91 years old
9723	Victor, Susan	February 24, 2023	84 years old
13391	Judd III, Lawrence "Cully"	February 25, 2023	78 years old
11222	Turner, Laurita "Vonnie"	April 17, 2023	92 years old
13581	Villa, Susannah	May 27, 2023	95 years old
10206	Huff, Donald	May 31, 2023	91 years old
15767	Yannone, Kitty	June 1, 2023	69 years old
14049	Ludwig, Tashiro	June 14, 2023	90 years old
14005	Shimizu, Craig	June 26, 2023	73 years old
11889	Swofford, Karen	July 7, 2023	85 years old
14571	Benton, Charles	July 24, 2023	87 years old
13583	Ichiyama, Edward	August 7, 2023	100 years old
15475	Garrity, Penny Lee	September 7, 2023	84 years old
10277	Lee, Hope	September 11, 2023	98 years old
15506	Walker, Maricon	November 11, 2023	49 years old

**Total = 16**

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**Total Weddings in 2023:**

**8**

**Central Union Church Annual Member Meeting**  
**Sunday, May 21, 2023, at 11:00 AM**  
**Hybrid Meeting: Zoom Webinar and In-Person**  
**Meeting Chaired by Council Chair Carl Schlack**  
**Zoom Webinar established by Rev. Mary Herbig**  
**In-Person Meeting held in CUC Parish Hall**

**I. ESTABLISHMENT OF QUORUM and CALL TO ORDER**

Council Chair, Carl Schlack, welcomes members to the Annual Member Meeting and informs them we are waiting for the final member count to determine whether we have a quorum. Martha Balkin, serving as Secretary, is informed of the member count by members of the Diaconate, and informs the chair that a quorum has been established. Carl calls the Annual Meeting of the members of Central Union Church (“CUC”) to order at 11:20 AM

Carl then makes certain “housekeeping” announcements (e.g., location of bathrooms, silencing of noise-making devices, cell phone, etc.).

**II. NOTICE OF BUSINESS FOR THE ANNUAL MEMBER MEETING**

Carl Schlack states the purpose of the meeting as four-fold: (1) the approval of minutes, (2) election of new Council members and officers, (3) receipt of reports from the Chair, Treasurer and Minister of Congregational Life and Care, and (4) to consider and a vote on an amendment to Bylaws Section 3.2. Carl announces that notice of the Special Meeting was properly given in accordance with the requirements of CUC’s Bylaws, and that the meeting will be conducted in accordance with the Congregational Meeting Rules adopted by the Council on September 25, 2012, and the Council Resolution authorizing congregational meetings via electronic technology adopted by the Council on January 26, 2021, and to the extent not inconsistent with the foregoing rules and resolution, the Annual Meeting will be governed by the latest version of Robert’s Rules of Order. The meeting will be a hybrid format as there are a number of members present via Zoom. Additionally, there will be an update from the Senior Minister Search Committee.

**III. INVOCATION**

Pastor Mary Herbig provides the invocation for our Annual Meeting.

**IV. INTRODUCTIONS**

Carl introduces the following members on the dais:

**PARLIAMENTARIAN:** Carol Egan

**TREASURER:** David Yee

**SECRETARY:** Martha Balkin (filling in for Sarah Nam, Secretary), Council member and Chair of the Diaconate

**TIMEKEEPER:** Kristen Young (Electronically on Screen)

**MINISTER OF CONGREGATIONAL LIFE & CARE:** Pastor Mary Herbig

Carl explains the rules for participating in the meeting and asks for patience as we are running a hybrid format meeting (i.e., in-person and online Zoom).

**V. APPROVAL OF MINUTES**

Carl notes the Minutes from the May 1, 2022 Annual Meeting, the January 29, 2023 Annual Budget Meeting, and the March 5, 2023 Special Meeting of the Congregation have been distributed to members. These Minutes were distributed through emails and are contained in the current Annual Report, which was made available through email or hard copy upon request. Carl asks if there are any corrections to these Minutes. Hearing none, Carl called for the following Motion:

*That the Minutes of the Annual Meeting held on May 1, 2022, the Annual Budget Meeting held on January 29, 2023, and the Special Congregational Meeting held on March 5, 2023, be approved.*

The motion is made by Jackie Lane and seconded by Carolynn Bell Tuttle. With a raise hand vote, the motion passes.

#### **VI. REPORT OF THE TREASURER, REPORT OF THE CHAIR OF THE COUNCIL, and REPORT OF THE MINISTER OF CONGREGATIONAL LIFE AND CARE.**

**Treasurer, David Yee**, reports the Accounting department staff, which normally consists of three employees has been operating for six of the last 12 months without a Comptroller. The focus has been on the essentials of paying people and paying bills. On Tuesday, a new Comptroller, Angie Barboza, will be starting. Attorney Jeff Piper is advising us on tax-exempt issues. While the current year financial picture is solid, a waterfall occurs in the upcoming year. Our financial outcome is promising with the development of our assets. If that fails or lags, we could experience difficulty.

**Chair, Carl Schlack**, states the Annual report tries to be a comprehensive reflection of the previous year. He observes CUC is in the middle of a sea change. The church has a storied history, but the story is still being told. Among our strengths is the courage of our congregation. We also have incredible staff who have been working very hard, despite being short-handed. Pastor Mary continues to be an incredible gift to our congregation as she has stepped in to fill multiple roles. We also have amazing volunteers who have stepped up and answered the call.

**Minister of Congregational Life and Care, Pastor Mary Herbig**, notes this has been a year of transition – staff members, moving to unmasked, online changes. Pastor Mary senses a gaining of momentum in the church. A focus is being placed on two main initiatives: (1) Faith formation – of children, youth and adults, and (2) welcome and engagement – particularly around visitors and new members. Upcoming activities include Confirmation class, beach days for young families, restarting the toddler playgroup, and youth service activities. Staff is praying for the arrival of our new senior minister. Pastor Mary is working with Pastor Dave Smazik on how to provide support during this time of transition.

#### **VII. MOTION TO AMEND BYLAWS SECTION 3.2**

Carl states a motion is being brought forward to amend Bylaws Section 3.2 which currently provides that the Annual Budget Meeting be held on or before the last day of January of each year. The Council has approved changing CUC's fiscal year to match CUPS' fiscal year which runs from August 1 to July 31. On August 1 of this year, CUC will begin a new 12-month fiscal year and a new 12-month budget (from August 1, 2023, to July 31, 2024). As a result, Bylaws Section 3.2 needs to be amended to provide that the Annual Budget Meeting be held on or before the last day of August of each year instead of the last day of January. Carl calls on Carol Egan, chair of the Nominations and Governance Committee for the motion.

**MOTION from CAROL EGAN:** The motion before the congregation, which was unanimously approved by the Church Council, is as follows: *That Bylaws Section 3.2 be amended to change the word "January" on the second line of Section 3.2 to "August" such that the first clause in Section 3.2 would then read as follows: "The annual budget meeting of the members of the Church shall be held on or before the last day of August of each year,".*

Since the motion comes from committee, no second is required. Hearing no discussion, a raise hand vote is held and the motion carries.

#### **VIII. MAHALO TO DEPARTING COUNCIL MEMBERS**

Carl thanked three Council members that are departing Council due to completion of their term or relocating out of State: Sam Failla, Mary Calantoc and Reem Bassous.

## **IX. ELECTION of COUNCIL MEMBERS AND OFFICERS FOR THE CHURCH YEAR 2023-2024**

Carl Schlack calls on Carol Egan, chair of the Nominations and Governance Committee.

The candidates nominated to serve as officers or members of Central Union Church effective as of May 21, 2023, are as follows:

**OFFICER POSITION** (2-year term commencing 2023 and ending 2025):

**SECRETARY:** Sarah Nam

**AT LARGE MEMBER POSITION** (1-year term ending 2024): Melveen Chun

**AT LARGE MEMBER POSITIONS** (3-year term ending 2026): Jane Fyrberg, Maurina Ludwig, and Carol Egan

**MOTION from CAROL EGAN:** The motion before the congregation is as follows: *That the Congregation elect the entire slate of nominated candidates to serve on the Church Council in the positions, and for the terms, specified.*

The committee motion does not require a second. The Chair calls for a vote by a raise of hands and the motion is approved.

The Chair reports in accordance with Section 4.3.D of CUC's Bylaws, the nominated candidates are duly elected for the positions, and for the terms specified.

**X. PRESENTATION OF VIDEO SLIDESHOW** – Kristen Young and Devin Omura created a video slideshow to celebrate many of the activities of our congregation this past year.

## **XI. PRESENTATION OF THE SENIOR MINISTER SEARCH COMMITTEE**

Don Clifford, chair of the Senior Minister Search Committee ("**SMSC**"), reports the SMSC needed to look backwards in order to look forward. The committee has held 60 -70 meetings in the last two years and worked hundreds of hours. Don reports the SMSC is very close to recommending a candidate. The SMSC reinvented the church profile, created beautiful pieces of art to set us apart; and created a short documentary movie "Love Never Faileth". This inspired candidates to send letters of interest. The SMSC received 86 letters of interest; 47 completed applications; and has gotten down to a short list of three finalists. All three candidates are wonderful and any one of the three could be the next senior minister. The SMSC will be recommending its top candidate to the Council. If approved by the Council, the recommended candidate will be brought to the Congregation. Don states the SMSC is looking to the congregation for prayer and trust.

## **XII. ANNOUNCEMENTS AND CONCLUDING BUSINESS**

Carl thanked Cory, Robinson, and the B&G staff for helping set up this meeting. He also thanked Cayanna, Natasha and Kristen for disseminating the information presented and producing the Annual Report, members of Diaconate for assistance with meeting logistics, Kristen and Devin for creating the slide show, Laura Steelquist and Pohnpei Ministry for the snacks provided, and the congregation for participating.

**XIII. CLOSING PRAYER** was offered by Pastor Mary Herbig.

A Motion to adjourn was made by Jackie Lane, seconded by Bea Oates and the meeting was adjourned at 12:08 p.m.

**Submitted by Martha Balkin, Acting as Secretary**

**Minutes from CUC Special Meeting of the Members on Sunday, June 25, 2023  
(Live Meeting with Zoom Option)**

**Meeting Chaired by Council Chair Carl Schlack  
Minutes Taken by Sarah Nam  
Zoom Connection by Kristen**

- I. **CALL TO ORDER:** The special meeting of the congregation at CUC was called to order at 11:30 AM on June 25, 2023, by Carl Schlack, Chair of the Church Council.
- II. **WELCOME:** Carl Schlack provided a welcome and reviewed the purpose of the gathering to consider and vote on a motion by the Church Council to approve The Rev. Rushan Sinnaduray to be the next Settled Senior Minister of Central Union Church. The details of the search process were also reviewed. Secretary of the Council, Sarah Nam, confirmed that a quorum had been established.
- III. **INVOCATION:** Nathan Wong, the Chair of the Personnel and Pastoral Relations Committee, provided the invocation.
- IV. **LOGISTICS:** Introductions of the presiding members of the meeting and instructions for the Zoom members were provided.
- V. **CONSIDERATION OF THE MOTION:** Don Clifford, a member of the Council and the Chair of the Senior Minister Search Committee, presented the following motion: *“The Church Council hereby unanimously recommends to the members of Central Union Church the approval of The Rev. Rushan Sinnaduray to be the next Settled Senior Minister of CUC.”* Clarifications were provided. There was no debate on the motion.
- VI. **MOTION TO APPROVE PASTOR RUSHAN:** The motion has passed with 177 in favor, 4 against, and 5 abstentions.
- VII. **CLOSING SPIRITUAL THOUGHTS:** Ellie Chong provided a closing thought and prayer.
- VIII. **ANNOUNCEMENTS AND ADJOURNMENT:** A Motion to adjourn is made by Jackie Lane, seconded by Sam Failla. The motion to adjourn carries and the meeting is adjourned by Carl Schlack at 11:59 AM.

**Submitted by Sarah Nam, Secretary**

**Central Union Church Annual Budget Meeting**  
**Sunday, August 27, 2023, at 11:00 AN**  
**Hybrid Meeting: Zoom Webinar and In-Person**  
**Meeting Chaired by Council Chair Carl Schlack**  
**Zoom Webinar established by Rev. Mary Herbig**  
**In-Person Meeting held in CUC Parish Hall**

**I. ESTABLISHMENT OF QUORUM and CALL TO ORDER**

Council Chair, Carl Schlack, welcomes members to the Budget Meeting. Martha Balkin, serving as Secretary, is informed of the Member count by the Diaconate, and informs the Chair that a quorum has been established. Carl calls the Budget Meeting of the Members of Central Union Church (“CUC”) to order at 11:23 AM.

Carl then makes certain “housekeeping” announcements (e.g., location of bathrooms, silencing of noise-making devices, cell phone, etc.).

**II. NOTICE OF BUSINESS FOR THE ANNUAL BUDGET MEETING**

Carl states the purpose of the meeting as two-fold: (1) to consider and approve the Annual budget, and (2) to consider and vote on an amendment to the CUC’s Bylaws that will combine our Annual Member Meeting and Annual Budget Meeting into a single meeting to be held on or before the last day of September each year. Carl announces that notice of the meeting was properly given in accordance with the requirements of CUC’s Bylaws, and that the meeting will be conducted in accordance with the Congregational Meeting Rules adopted by the Council on September 25, 2012, and the Council Resolution authorizing congregational meetings via electronic technology adopted by the Council on January 26, 2021, and to the extent not inconsistent with the foregoing rules and resolution, the Annual Meeting will be governed by the latest version of Robert’s Rules of Order.

**III. INVOCATION**

Pastor Mary Herbig provides the invocation.

**IV. INTRODUCTIONS**

Carl introduces the following members on the dais:

**VICE-CHAIR and PARLIAMENTARIAN:** Greg Sato

**TREASURER and BUDGET COMMITTEE CHAIR:** David Yee

**SECRETARY:** Martha Balkin (filling in for Sarah Nam, Secretary), Council member and Chair of the Diaconate

**COMPTROLLER:** Angie Barboza

**TIMEKEEPER:** Kristen Young

**ASSOCIATE MINISTER and HEAD OF STAFF:** Pastor Mary Herbig

Carl explains the rules for participating in the meeting and asks for patience as we are running a hybrid (i.e., in-person and online Zoom) meeting. Carl provides the helpline telephone number for those attending on-line who need assistance.

**V. CONSIDERATION OF THE MOTION TO AMEND BYLAWS**

Carl notes that at our Annual Meeting on May 21<sup>st</sup> of this year, we amended Section 3.2 of the Bylaws to allow for the Annual Budget Meeting to be held on or before the last day of August each year to align the church’s fiscal year with the preschool’s fiscal year. The Council is recommending the Annual Member Meeting and Annual Budget Meeting be combined into a single meeting to be held on or before the last day of September of each year for the purposes of considering and approving the budget for the fiscal year,

electing Council members who are to be elected by the membership, and transacting such other business as may properly come before the meeting. In order to accomplish this change, the Council is recommending changes to Bylaws Sections 2.5(B), 3.1, 3.2, 3.4, 3.5(A) and 3.5(B).

Questions of clarification addressed that the Bylaws amendments will take effect immediately and that the single budget and annual meeting would be held in September of 2024. However, a special meeting that could consider budget or other issues can be called at any time as described in the Bylaws.

**Motion on behalf of the Council:** That Section 2.5(B), Section 3.1, Section 3.2, Section 3.4, Section 3.5(A) and Section 3.5(B) of the Bylaws be amended as described. No second is necessary as the motion is made on behalf of the Council. With a raise hand vote, the motion passes.

## **VI. CONSIDERATION OF THE BUDGET**

**Treasurer David Yee** presents the annual budget of the church which was developed by the Budget Committee. Questions of clarification were addressed as to income and expenses for CUW, salary increases being lower than COLA, and the \$900K from the Employee Retention Credit.

**David Yee presents the Motion on behalf of the Council:** Be it resolved that the Budget for the 2023 – 2024 Fiscal Year, as presented and as recommended by the Council, be and hereby is adopted.

No second is necessary as the motion is made on behalf of the Council. Carl calls for debate of the motion and hearing none calls for a vote. With a raise hand vote, the motion passes.

## **VII. ANNOUNCEMENTS AND CONCLUDING BUSINESS**

Carl thanks the staff for setting up, providing information and running the technical aspects of the meeting, members of the Diaconate for assistance with logistics, the Pohnpei ministry for providing snacks and drinks, and the congregation for participating. Pastor Mary announces that September 3 is Laity Sunday and that anyone wanting to participate should see her after the meeting. She also announces that there would be a baptism at Kahala Beach next Sunday at 1:00 PM that members are invited to attend. Kristen Young asks if any member is not receiving electronic notice of the meeting to please let her know.

**CLOSING PRAYER** is offered by Pastor Mary Herbig.

A Motion to adjourn is made by Will Brown, seconded by Nathan Wong. The motion to adjourn carries and the meeting is adjourned at 12:45 PM

**Submitted by Martha Balkin, Acting as Secretary**

## **SUNDAY WORSHIP SERVICES**

**7:00 AM** – Atherton Memorial Chapel - Traditional

**9:00 AM** – Sanctuary - Traditional

**10:00 AM** – Online Worship

(Please go to our website for the link)

**10:00 AM** – Windward - Traditional

**11:00 AM** – Parish Hall - Contemporary

**11:00 AM** – Atherton Memorial Chapel - Pohnpeian Service

(except the first Sunday of the month)

### **Central Union Church - Celebrating transforming lives since 1887!**

“We Engage and Embrace ALL as we seek to Embody Christ!”

Central Union Church, organized in 1887, traces its roots to the Seamen’s Bethel, founded in 1833.



The Bethel began the earliest regular church services in English in the Hawaiian Kingdom.

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