

**HCUCC Summary Assessment of Current Reality
As of January 23, 2018**

Strengths	Weaknesses
<ul style="list-style-type: none"> • Connecting HCUCC with the denomination/National Setting. • Committed, helpful and responsive staff; provide strong support (e.g. search and call, resources, convening meetings and events). • Significant assets that are competently managed by the Foundation. • Creative loan packaging by HCF to fund church restoration. • Heritage of a long faith tradition. • Church businesses help fund debt repayment (e.g. preschools, wedding venues). • Communications help connect geographically dispersed members though the website, Coconut Wireless and The Friend. • Sharing the gospel across ethnicities. • Conference embraces ethnic, language, gender identity (some churches) and theological diversity. • Long history with a strong Hawaiian identity. • Emerging young adult leaders. • Annual 'Aha Pae'aina offers an opportunity for discussion of mission, policy and shared beliefs as well as worship and fellowship. 	<ul style="list-style-type: none"> • Lack of shared mission or vision; lack of connection in covenantal relationship; minimal effort to forge interpersonal or interchurch relationships. • Conference action and spending does not deliver mission-oriented results. • Leveraging the strength in our diversity while ensuring that all feel included and heard. • Inconsistent sharing of resources and church space with immigrant communities or churches. • Legacy of lack of trust between Hawaiian churches and the Conference, particularly over land management and ownership. • Unsustainable financial model; uneven contributions to OCWM, deficit spending, deferred maintenance of conference property, unproductive assets. • Lack of communication between HCF and HCUCC; lack of understanding of about how HCF resources are generated and dispersed. • Clarity of roles and responsibilities of the local church, associations and the conference. • Criticism of new church innovations or experiments instead of seeing them as revitalization or innovation. • Leadership fatigue due to lack of succession planning and keeping leadership evergreen (e.g., lay and younger leaders not invited, lack of leadership development, no term limits). • Council lacks initiative, rigor, accountability, and commitment to follow-through (e.g., meetings are stale; tendency to "rubber stamp" action items; budget decisions not thoroughly understood or vetted; no self-evaluation). • Missional teams have no clear expectations or accountability; no participation by young adults.

	<ul style="list-style-type: none"> • Young adult involvement chronically neglected; no vision for the next generation in the church; lack of insight about what would encourage young people to participate (e.g. scheduling meetings during work hours).
Opportunities	Threats
<ul style="list-style-type: none"> • Bold witness to UCC theology through strong faith and commitment to social justice work. • Tell the Christian story from the Hawaii Conference perspective. • Share expertise on ecological issues with National Setting. • Establish socially conscious businesses, e.g. those that employ the homeless or underemployed. • Extend hospitality and support to emerging churches. • Build on the Western Regional Youth Event. • Increase Conference Minister and Associate Conference Minister presence in associations and local churches. • Engage in difficult conversations about varying perceptions of church history, politics and theology in the context of the love of Christ. • Figure out how best to participate in the Hawaiian revitalization movement consistent with UCC values while acknowledging the complexity of the church's historical involvement. • Leverage technology and media increase our visibility and effectiveness. • Assist new immigrant churches in retaining membership as they transition from first to second generation. • Minister to and serve military families. • Connect transitory young professionals with UCC communities. • Involve new leaders in planning and implementing Conference work. • Learn from the People's Republic of Korea (PROK) partnership. • Collect examples of innovative ministries and use them to inspire new communities in Hawaii. 	<ul style="list-style-type: none"> • Pentecostal and non-denominational churches' programming and attraction; either draws people in or scares them away from church. • Church as entertainment. • Hawaiian revitalization movement could alienate younger Hawaiians. • Unacknowledged class system that creates divisiveness. • Cultural shift toward individual spirituality. • Theological divisions between UCC churches. • Sports events dominate family schedules on Sundays • Lack of spiritual resources within our congregations; discussions about faith. • Generational differences and expectations about faith communities. • Distance between churches and associations. • Music that drives people away (e.g., New Century Hymnal is outdated). • UCC focus on questions rather than answers in a time when people crave certainty. • Cultural shift away from institutions (e.g., young people give to causes, not institutions). • Ongoing deficit spending. • Repatriation of funds to home country churches.

Sources—Meetings and Documents

- Strategy Team (10/13/17, 12/20/17)
- HCUCC Council (10/14/17)
- HCUCC Staff (10/16/17)
- Special Assessment Study and Report of Findings (March 2017)
- Under 40s Oahu (10/15/17)
- Interview with Foundation Director, Sherman Hee (10/12/17)

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