

D R A F T

CONSTITUTION

ARTICLE I  
NAME

THIS CHURCH SHALL BE KNOWN AS, "KAWAIAHAO CHURCH" and the Corporation established by the Charter and By-Laws shall be known as "Kawaiahao Church Corporation."

ARTICLE II  
OBJECT

Section I Purpose

The purpose of this Church is to acknowledge our True God, Jesus Christ, our Lord and Master as head and to bind together His followers in worship, education and mission.

SECTION 2 Covenant

The Covenant (Statement of Faith) shall be:

"We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father, and to his deeds we testify:

He calls the worlds into being, creates man in His own image and sets before him the ways of life and death.

He seeks in holy love to save all people from aimlessness and sin.

He judges men and nations by His righteous will declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Lord, He has come to us and shared our common lot, conquering sin and death and reconciling the world to Himself.

He bestows upon us His Holy Spirit, creating and renewing the Church of Jesus Christ, binding in covenant faithful people of all ages, tongues and races.

He calls us into His Church to accept the cost and joy of discipleship, to be His servants in the service of men, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at His table, to join Him in His passion and victory.

He promises to all who trust Him forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, His presence in trial and rejoicing, and eternal life in His kingdom which has no end.

Blessing and honor, glory and power be unto Him." Amen



### Section 3 Motto

The Kawaiahao Church motto shall be:

"God First; others Second; Self Last."

### Section 4 Disciplines

The Church Disciplines shall be:

- a) Daily Ohana
- b) Worshipping in Church on Sunday
- c) Tithing
- d) Service
- e) Winning souls to Christ (Evangelism)
- f) Living an exemplary Christian life

## ARTICLE III MEMBERSHIP

This Church shall be composed of all who have been admitted to membership by confirmation, reaffirmation or by letter of transfer.

Upon these members shall rest the responsibility and decisions in all matters pertaining to the Church.

## ARTICLE IV OFFICERS

### Section I

The officers of the Church shall be Kahu (Pastor), Hope Kahu (Assistant Pastor), Lay Minister, Secretary of the Congregation, Chairman of the Board of Deacons, and Chairman of the Board of Trustees.

### Section 2

The Kahu and Hope Kahu shall be elected at a special meeting of the members duly called for that purpose.

- a) the Pastoral Search Committee shall present a slate of candidates to the membership as prescribed in the By-Laws.
- b) A nominating committee shall be established to prepare a slate, for positions to be filled, in all other offices as prescribed in the By-Laws.

1. Introduction

2. Methodology

3. Results

4. Conclusion

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6. Appendix

7. Notes

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### Section 3

All officers shall be nominated and elected by preferential ballot; with the exception of the Board of Trustees and Board of Deacons who shall be elected by their respective bodies.

### Section 4

The term of office for all officers shall be as prescribed in the By-Laws.

### Section 5

The officers shall perform the duties and responsibilities as prescribed for them in the By-Laws.

### Section 6

In case a vacancy occurs in any office, a successor thereto shall be elected as prescribed in the By-Laws.

## ARTICLE V WORSHIP SERVICES AND MEETINGS

### Section I Worship Services

- a. Services of worship shall be held at given hours each Sunday.
- b. The Sacraments shall be celebrated and Confirmation and Consecration shall be administered at such times as determined by the Kahu.
- c. Other Services for Worship, Inspiration, Prayer and Study may be held as determined by the Pastorate.

### Section 2 Business Meetings

- a. Semi-annual meetings shall be held on the last Sunday in April and October of each year.
  - 1) The meeting in April shall include progress reports, the election of officers and other business.
  - 2) The meeting in October shall include reports and evaluations of various programs, the proposed budget for the ensuing year and other business.
- b. Other meetings may be called as provided in the By-Laws.

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- c. All meetings shall be conducted in accordance with Robert's Rules of Order, except as otherwise provided in the By-Laws.

ARTICLE VI

AMENDMENT

This Constitution may be amended or repealed by a majority vote of the voting members of the Church, present at a meeting called for that purpose. Public notice of such meeting, including the substance of the proposed change, shall be given from the pulpit of the Church on two successive Sundays prior to the day of the meeting.

1. *Wingate* (1968) has shown that the *in vitro* growth of *Escherichia coli* is inhibited by *in vivo* *infecting* *Escherichia coli*.

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and the U.S. Fish Commission has been engaged in scientific researches on the subject.

## KAWAIAHAO CHURCH BY-LAWS

### ARTICLE I MEMBERSHIP

#### A. ADMISSION

- 1) Persons desiring to join Kawaiahao Church shall submit applications to the Kahu.
- 2) Upon acceptance by the Board of Deacons, the following requirements must be met:
  - a. Baptized infants shall be nurtured by the Church.
  - b. Parents or Guardians may apply for membership for children
  - c. At the age of understanding a child shall be confirmed after completion of Confirmation Class.
  - d. Adults shall be received as members upon completion of the Kahu's membership class.
- 3) Members of Kawaiahao Church shall be entitled to membership in Kawaiahao Church Corporation.

#### B. ACTIVE MEMBER

- 1) Active members shall be baptized, confirmed or reaffirmed in the Church or admitted by letter of transfer, and must faithfully abide by the Covenant, Motto and Disciplines of the Church.
- 2) Members 18 years of age or older shall be eligible to vote to hold office.

#### C. ASSOCIATE MEMBER

- 1) A person desiring to become an Associate Member shall submit his application to the Kahu. The Kahu shall recommend the applicant to the Board of Deacons for acceptance.
- 2) The Associate Member may share in the worship, support and services of the Church, with the exception of the right to vote and hold office.

#### D. NON-ACTIVE MEMBER

- 1) Members may be transferred to the non-active roll upon written request to the Board of Deacons.

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- 2) Members who have not participated in the work or support of the Church may be transferred to the non-active roll by the Board of Deacons.
- 3) A non-active member shall not be entitled to vote or to hold office.
- 4) Upon written request, a non-active member may be reinstated to active status by a majority vote of the Board of Deacons.

#### E. TERMINATION OF MEMBERSHIP

- 1) The Board of Deacons may terminate membership of any person in the following manner.
  - a) By granting a letter of transfer to another Church at the member's request.
  - b) By granting the member's request to be removed from the membership roll.
- 2) If there is an individual with deep problems among any of our members, the Kahu and members of the Board of Deacons whom he selects shall try to solve it in the spirit of Matthew 18: 15-17.

the first time in the history of the world, the  
whole of the human race has been gathered  
together in one place, and that is the  
present meeting of the World's Fair.

ARTICLE II  
OFFICERS OF THE CHURCH

Section I

The Officers of the Church shall be Kahu (Pastor), Hope Kahu (Assistant Pastor), Lay Minister, Secretary of the Congregation, Chairman of the Board of Deacons, and Chairman of the Board of Trustees.

Section 2. Elections

- a) The Kahu shall be elected as prescribed in Article IV, Section 1-e.
- b) The Hope Kahu shall be elected in accordance with Article, Section 2-e.
- c) The Chairman of the Board of Deacons shall be elected in accordance with Article V, Section 5.
- d) The Chairman of the Board of Trustees shall be elected in accordance with Section VI, Section 4.
- e) The Secretary shall be elected annually by the members. Persons elected after ( ) shall not serve for a term to exceed three (3) consecutive years without a break in service.

Section 3. Duties and Responsibilities

- a) The Officers of the Church shall collaborately provide leadership to bind together the members in worship, education and mission of our Lord and Master, Jesus Christ.
- b) They shall carry out the duties as provided herein under the respective sections of the By-Laws.
- c) The Secretary of the congregation shall record the proceedings of the Membership Meetings (regular and special) and shall record the Minutes of Kawaiahao Church Officers meetings.

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ARTICLE III  
MEETINGS

Section I

Worship Services shall be held in accordance with the Constitution of Kawaiahao Church, Article V, Section I.

Section 2 Business Meetings

- a) Regular semi-annual meetings of the Church shall be held on the last Sunday in April and October of each year.
  - 1) The meeting in October shall include reports and evaluations of various programs, the proposed budget for the ensuing year and other business.
- b) Special Meetings.
  - 1) Special membership meetings may be called by the Kahu.
  - 2) At the request of 10 members, the Kahu shall call a special meeting within 30 days of the request.
- c) Notice and purpose of all Church meetings shall be posted on the Church bulletin board and shall be given from the pulpit on two successive Sundays, prior to the day of the meeting.
- d) Quorum  
Fifty (50) voting members present shall constitute a quorum for the transacting of business and the concurring vote of a majority of the voting members present shall be sufficient to validate any legitimate action of the membership, unless otherwise provided herein.

There shall be no proxy voting: for the "letter of the law killeth, but the spirit giveth life"

- e) The latest edition of Robert's Rules of Order shall govern all meetings, except where stated herein.

當初在山中，見一老翁，年八十餘歲，衣冠整潔，手執拂子，頭戴一頂青色的圓笠，笠上畫着一隻白鷺，笠尖處還有一點紅色。

### 老翁

老翁曰：「汝欲何往？」答曰：「欲入城。」

老翁曰：「汝知汝家有幾口人？」答曰：「不知。」

### 老翁

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ARTICLE IV  
PASTORATE

Section I Kahu (Pastor)

- a) He shall serve as Kahuhipa (Shepherd) of Kawaiahao Church.
  - 1) The Kahu shall provide the spiritual and administrative leadership for the Church and shall have the responsibility and authority for the overall management of Kawaiahao Church.
  - 2) The Kahu shall select and guide his staff; Secretary, Clerk Typist, Religious Education staff and Music staff and others needed in the spiritual programs of the Church in consultation with the related ministries.
  - 3) The Kahu of Kawaiahao Church has the unique responsibility of serving the membership, the Community, the State, the Nation and the World.
- b) The Kahu shall be a person deeply committed to God, ordained to the Christian Ministry, a graduate of an accredited Seminary; preferably related to the United Church of Christ; one who has had some years of experience as Kahu in other Churches; and who loves people and has a strong talent as a Pastor, Preacher, Teacher and Community Leader.
- c) The Kahu shall hold office for a term of three (3) years following his appointment. Should he perform his duties satisfactorily and maintain his position with due respect, he may be retained for an additional five (5) years and be reappointed for each succeeding five (5) years thereafter by the membership of Kawaiahao Church.
- d) The Kahu shall conduct the worship services; deliver the sermons, administer the sacraments and perform other religious duties of the Church;



render spiritual uplift and counseling to and others seeking help; conduct Bible Study classes and conduct a Membership Training class for new members. He shall also serve as Luna Hoomalu (Moderator) and preside at the membership meetings and special meetings of the Church.

- e) In the event of a Pastoral vacancy, a Pastoral Search Committee for this purpose only shall be called by the Hope Kahu and Chairman of the Board of Deacons within (30) days. A meeting of the membership shall be called for the purpose of electing two (2) members-at-large.
  - 1) The Pastoral Search Committee shall be chaired by the Lay Minister. Members of this committee shall be the Chairman of the Board of Deacons Chairman of the Board of Trustees and two members at large.
  - 2) The Pastoral Search Committee shall screen and recommend a slate with each candidates qualifications and shall present it to the membership for final selection. Each member of the committee shall consult and work closely with the groups they are representing to get maximum input from the membership in accomplishing this important mission.
  - 3) The screening procedure shall include:
    - a. Evaluating and checking candidates resume
    - b. Conducting personal interviews
    - c. Negotiating conditions of employment, both financial and physical arrangements
    - d. Informing candidate of the unique responsibility of the position of Kahu of Kawaiahao Church
    - e. Keeping the membership informed of their progress through the Church Newsletter and Pulpit
  - 4) The Pastoral Search Committee shall give a progress report at each membership meeting until such time that a Pastor has been elected.

1 The only difference between the two is that one of  
2 the two is a man and the other is a woman. The man  
3 is a good-looking man and the woman is a good-looking  
4 woman. They are both very nice people.  
5 The man is wearing a blue shirt and the woman is wearing  
6 a pink dress. They are both smiling and looking at each  
7 other. They are standing in front of a large building.  
8 The building has many windows and it looks like a  
9 government building. There are trees in front of the  
10 building and a small garden. The man and woman  
11 are walking towards the building. They are holding  
12 hands and talking to each other. They are both  
13 wearing casual clothes. The man is wearing a blue  
14 t-shirt and the woman is wearing a pink top. They  
15 are both wearing jeans. They are both wearing  
16 sneakers. They are both wearing sunglasses. They  
17 are both wearing hats. They are both wearing  
18 jackets. They are both wearing pants. They are both  
19 wearing shirts. They are both wearing shorts. They  
20 are both wearing dresses. They are both wearing  
21 skirts. They are both wearing trousers. They are both  
22 wearing blouses. They are both wearing blouses.  
23 They are both wearing blouses. They are both wearing  
24 blouses. They are both wearing blouses. They are both  
25 wearing blouses. They are both wearing blouses.

## Section 2 Hope Kahu (Assistant Pastor)

- a) He shall serve as the Hope Kahu of Kawaiahao Church.
- b) He shall be assigned duties and responsibilities by the Kahu.
- c) He shall assume the duties of the Kahu in his absence.
- d) He shall be a person deeply committed to God, ordained to the Christian Ministry, a graduate of an accredited Seminary, preferably related to the United Church of Christ, and is willing to serve as an assistant to the Kahu.
- e) The selection procedure for Hope Kahu:
  - 1) the Kahu shall submit a name to the Pastoral Search Committee for approval.
  - 2) Upon approval the Pastoral Search Committee shall submit the name to the membership for final action.
- f) He shall hold office for a term of three (3) years following his appointment. Should he perform his duties satisfactorily and maintain his position with due respect, he may be retained for an additional five (5) years and may be reappointed for each succeeding five (5) years thereafter by the membership of Kawaiahao Church.

## Section 3 Lay Minister

- a) The Lay Minister shall assist the Kahu in promoting the faith and purpose of the Chruch.
- b) a primary responsibility of the Lay Minister shall be to coordinate the work of the Apanas and to work closely with the Board of Deacons to assure consistent and regular contact with all members in the Apanas.
- c) The Lay Minister shall perform such other duties as may be assigned by the Pastor,

the same time, the  
whole system will be  
more stable, and  
will be able to  
withstand greater  
perturbations. This  
is a fundamental  
principle of control  
theory.

The second  
method is to  
use a feedback  
control system.  
In this system,  
the output of the  
system is fed back  
through a feedback  
loop to the input.  
The feedback signal  
is compared with  
the desired output  
signal, and the  
difference is used  
to calculate the  
control signal.  
This method is  
more complex than  
the first one, but it  
is more effective  
in dealing with  
perturbations.

ARTICLE V  
DIACONATE

Section I Purpose

- a) The Kawaiahao Church Board of Deacons, known as the Diaconate is a group of men and women especially chosen by the members of the Church, to provide the spiritual leadership consistant with the Covenant, Motto and Disciplines of the Church.
- b) The Board of Deacons shall also work to unify all Church programs.
- c) The Deacons shall, like the Kahu, be shepherds in their own right to their apana members.

Section 2 Composition and Selection

- a) There shall be a Board of Deacons composed of not less than 32 (thirty-two) active ordained Deacons.
- b) The Diaconate shall include other types of Deacons as provided in the Deacons manual.
- c) Members of the Board of Deacons shall recommend from among the active members of the congregation people who have demonstrated in their own lives, a high moral standard of conduct and the possession of deep spiritual responsibility.
- d) The names of members shall be submitted to a duly called meeting of the membership for approval.

Section 3 Qualification

Deacons shall meet the qualification as set forth in the Deacons manual.

the first time in the history of the world, the  
whole of the human race has been gathered  
together in one place, and that is the  
present meeting of the World's Fair.

On December 10, 1998, the Board of Directors of the Company approved a stock option plan (the "Plan") under which options to purchase up to 1,000,000 shares of Common Stock may be granted to employees, officers, directors, consultants, independent contractors, and agents of the Company and its subsidiaries. The Plan provides for the grant of incentive stock options and non-qualified stock options. Options will generally have a term of ten years from the date of grant. Option grants will be made at a price per share equal to or greater than the fair market value of the Common Stock on the date of grant. Options will vest over a period of time determined by the Board, ranging from one year to ten years. Options will be exercisable during their term subject to certain restrictions.

#### Section 4 Term of Service

- a) A Deacon shall serve a probationary period of at least one year, prior to being ordained.
- b) There shall be a consensus of the Board of Deacons prior to being ordained.
- c) Types of Deacons shall be set forth in the Deacons Manual.

#### Section 5 Officers of the Board of Deacons

- a) The officers shall be Chairman, Vice-Chairman, Secretary, Corresponding Recording Secretary and Treasurer.
- b) The Kahu and Board of Deacons shall elect these officers from the Board.
- c) They shall serve for three (3) years and not be eligible to hold any other office until a term has elapsed.
- d) The Hope Kahu and Lay Minister shall serve as advisors to the Board of Deacons.
- e) They shall hold regular meetings, not less than once monthly and may call special meetings of the Board.
- f) Standing Committees may be established by the Board of Deacons and Special Committees may be appointed by the Chairman to perform special assignments.
- g) A Deacon elected to serve on the Board of Trustees shall be on temporary leave status from the Board of Deacons.

#### Section 6 Duties and Responsibilities

- a) They shall assist the Pastor at all times, and shall participate in observances of the Lord's Supper, Baptismal Services and other services and activities of the Church.
- b) They shall assist the Pastor in the conducting the worship services of the Church.

• *It's* a good idea to go over your notes again  
• *and* *again*  
• *so* *you* *can* *make* *sure* *that* *you* *know* *all* *the* *information*  
• *you* *want* *to* *use* *in* *your* *paper*

- *This* *is* *a* *good* *way*  
• *to* *review* *what* *you* *have* *learned* *in* *class*  
• *The* *more* *you* *know* *about* *the* *topic*  
• *the* *better* *you* *will* *do* *on* *your* *paper*  
• *So* *it's* *a* *good* *idea* *to* *go* *over* *your* *notes*  
• *before*  
• *You* *can* *also* *ask* *your* *teacher* *for* *help*  
• *if* *you* *have* *any* *questions*  
• *Teachers* *are* *there* *to* *help* *you*  
• *so* *don't* *be* *afraid* *to* *ask*

- *After* *you* *have* *done* *all* *of* *these*  
• *things* *you* *should* *feel* *confident* *about*  
• *your* *paper*  
• *Now* *it's* *time* *to* *start* *writing*  
• *your* *paper*

- c) They shall maintain regular contact with members of their respective parishes.
- d) They shall perform all duties as set forth in the Deacon's Manual.



## ARTICLE VI

### BOARD OF TRUSTEES

#### Section 1 Purpose

- a) The Board of Trustees shall be responsible for the administration and management of Kawaihao Church Corporation in a manner consistent with the Covenant, Motto and Disciplines of the church.
- b) They shall plan and execute fiscal matters of the church according to to the Prudent Man's Rule.
- c) Their mission shall be to act in the best interest of the members to assure continuation and protection of the church programs and properties, and to act in a fiduciary capacity for the well being of the church.

#### Section 2 Composition and Selection

- a) Number and Term. There shall be a Board of Trustees consisting of nine (9) members. At least seven(7) shall be Hawaiian or Part-Hawaiian.
- b) Members of the Board of Trustees shall be elected by the membership.
- c) Persons elected prior to ( ), shall serve for a term of six(6) years.
- d) No person shall serve for two consecutive terms without a break in service.
- e) In the event of a vacancy in the Board of Trustees prior to the annual meeting, such vacancy may be filled by the remaining members of the Board, within thirty (30) days, by appointing a member to fill the vacancy until the next annual meeting, at which time a successor shall be elected by the members for the unexpired term.

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