

# **Continuing Decisions and Recommendations for 2026**

*(Items marked with an \* are available online at <https://www.ohana.church/business/>.)*

## I. Finances

- A. Deacons are authorized to spend any moneys already budgeted for that purpose. (Deacons may authorize funds to be spent in their area of responsibility).
- B. Deacons are authorized to spend up to \$6000 for any item not already budgeted.
- C. Pastor is authorized to spend up to \$2000 for any item not already budgeted.
- D. Special speakers will receive a minimum of \$150.00 (off island) or \$100.00 (on island) for each time they speak at OBC.
- E. Members must have authorization by the Pastor or the Deacon responsible before purchasing items on behalf of OBC. You must submit an approved voucher with a receipt within 60 days of expense in order to be reimbursed by the church.
- F. The following are authorized to sign checks for OBC: Pastor Surface, Tupu Tupua, Peter Reyes
- G. The church policies concerning \*Pastoral Expense Reimbursement and \*Parsonage Allowance will be continued as stated.
- H. Dan Kikuyama continues to volunteer his services as church CPA.
- I. All Church funds will be handled according to previously published \*Spending Procedures.
- J. The church authorizes Pastor Surface, with the advice and consent of the deacons/trustees to hire staff for the church ministries as needed.
- K. Diane Surface will maintain the church financial books and Don Nordstrom will act as Church Treasurer

## II. Missions

- A. The church will send the following gifts for birthdays and anniversaries and their immediate families:  
Children's birthdays - \$10.00 Teens - \$15.00 - Adults - \$25.00 - Anniversaries - \$25.00
- B. The church's Missions emphasis will be in five main areas:
  - 1. Hawaii fund
  - 2. Pacific fund
  - 3. Indigenous Work
  - 4. Military Missions
  - 5. Other needs
- C. Any excess non-designated funds collected for missions will be saved to be used for missions as needed.
- D. All missions' commitments will be paid each month regardless of the amount of mission's income.

## III. Hospitality/Benevolence

- A. The Pastor or deacons are authorized to help people in need for up to \$2000 without prior church approval according to stated \*Benevolence Policy. Names may be kept confidential as deemed necessary by the Deacons.
- B. The Deacons may authorize travel and accommodation expenditures for special speakers, Missionaries, and Pastoral staff as necessary.
- C. Benevolence funds will be distributed according to published Church Benevolence Policy.

## IV. Maintenance

A. The Pastor and Deacons are authorized to provide maintenance and repairs for church vehicles or facilities as needed.

B. The Pastor and Deacons will decide policy use of and operation of church vehicles or facilities.

V. Other

A. Members who have not attended a church service (except those off-island for military duty, sick, or unable to attend for legitimate reasons) in the last six months will automatically be dropped as members.

B. Pastor may invite other men of the church to participate in the Deacon's Meeting as a "visiting Deacon".

Current Deacons: Peter Reyes (Head Deacon), Mike Morton, Don Nordstrom (Treasurer), Tupu Tupua, Recardo Grady, Rich Pelesky, Dindo Salcedo, Larry Abraham, Brian Fruchey, and Garrett Javling.

**Recommendations**

- Accept the financial report for 2025 and the proposed budget for 2026.
- Pastoral staff salaries will be increased by 3% (Cola).
- Increase all salaried wage employees by \$1.00 per hour (based on Hawaii law)
- Increase Mrs. Surface to \$18.00 per hour due to longevity & responsibilities.
- Give an annual 10% COLA increase to 5 of our missionaries each year:
  - Daniel & Lisa Files
  - Dalton & Brenda Heath
  - Gary & Claudia Heppen
  - Marion & Kareen Jumawan
  - Kyler & Emily Kerr
- To renew all continuing resolutions as written or revised.
- Our known lease will be expiring in December 2026. We have a 10-year extension but will have to negotiate the terms.