

<b>Name of Church</b>
United Church of Christ
<b>Address</b>
467 N Judd St Honolulu, HI 96817
<b>Conference:</b>
Hawaii
<b>Association:</b>
Oahu Island
<b>Title</b>
Designated Term Pastor
<b>Start Date</b>
Jan 1, 2025
<b>Description</b>
<a href="#">More Here</a>

### Church Contact Information

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[808-542-8204](tel:808-542-8204) (Mobile Phone)

### Listing Information

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#### Web Presences

<https://www.uccjudd.org> *Type: Professional*

<https://www.facebook.com/profile.php?id=100067908775078> *Type: Other*

#### Additional Formal Ecumenical Affiliations

*No response*

#### UCC Conference or Association Staff Contact Person

**Name:**

Pastor Jonathan Roach

**Title:**

Associate Conference Minister

**Phone:**

808-895-8710

**Email:**

[jroach@hcucc.org](mailto:jroach@hcucc.org)

#### What we value about living in our area.

*No response*

#### Current size of membership

207

**Average in person attendance**

75

**Does your church hold virtual worship services?**

Yes

**Choose platform type(s) and number for virtual worship.****Video Hosting Platform**

On average, how many views are received per service?

0

**Languages used in ministry**

English

**Position Title**

Designated Term Pastor

**Position Duration**

Designated Term

**Compensation Level**

Other

**Does the total support package meet conference compensation guidelines?**

Yes

**Link to current Conference guidelines**[Download compensation guidelines](#)**Scope of Work**

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

**Expectations:**

- Worship Leadership, Preaching, Service Preparation.
- Church Administration, Newsletter, Communications, Staff Supervision.
- Leadership with Church governing body and committees.
- Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
- Special services (weddings, funerals, liturgical year services).
- Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
- Maintain collegial and denominational relationships.
- Mission and service involvements.

**Compensation and Support**

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	48799	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	60000	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 108799			
Pension/Annuity	14	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	7	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	8000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**If needed, please comment further on your church's salary and benefits for the minister.**

**Salary Basis and Benefits:**

The total Pastoral Compensation package - between \$90,000 and \$110,000 based on education and experience, and will include salary, housing, medical and dental benefits for a couple, and professional expenses.

- Salary \$48,799 to \$56,118 based on experience and education
- Housing allowance - approx \$60,000, includes utilities, maintenance and furnishings
- Social Security/Medicare Offset: 7.65% of the total cash and housing salary
- UCC Retirement Annuity (14% of salary and housing)
- Health/Dental (insurance or IRS approved medical savings account) - \$8,546.00/annual
- Life Insurance, Disability Insurance and Worker's Compensation is included.
- Paid Time Off: 35 days per year, includes vacation, sick leave and personal leave
- Sabbatical 3 months, with full salary and benefits.

**The expected living situation for our next minister.**

There is a parsonage on campus and is currently rented out. There may be some options we can help with if a place to live is needed.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

Parsonage is not provided.

**How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.**

not applicable

**Additional reimbursements the next Pastor can expect to receive as part of their employment:**

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations  
Other meeting registrations (or educational requirement registrations).  
Criminal background checks.  
Community of Practice Participation.

**Peer and professional supports available for ministers in our association/conferences.**

Professional expenses not to exceed \$1,000 per annum  
Continuing education: \$700  
Automobile mileage: \$2,000.  
Travel costs, cost of room and board as needed.

**Who Is God Calling Us to Become?**

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"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

**Who God is calling us to become as a congregation.**

As a congregation, we fully believe in the passage above (Matthew 22:37). We fully embrace, in addition, the subsequent verse, Matthew 22:39, "And the second is like it: 'Love your neighbor as yourself.'" Our greatest strength as a church is that we are a close knit congregation that feels like family. In addition we feel a responsibility to our neighbors. Prior to the pandemic, we explored in detail who we want to become as a church through a program called "New Beginnings." We explored who we felt were our neighbors. For us, it is not just the physical neighbors that we have, but also because of our roots, other organizations that help the needy and immigrant people are important to us. We operate Pali Preschool, once a premier preschool for providing a strong education for potential admission to private schools, with a Christian basis. We have long had a history of aiding organizations like River of Life Mission, Family Promise and various others. We are part owners of Keola Ho'onanea, a low income housing project. With the pandemic, we needed to close our doors for worship for the safety of our elderly members, as well as the younger children in the preschool. As a result, our programs went dormant and we lost many members, who sought to go to other churches still open or participate closer to their neighborhood.

When we reopened, we made sure our environment was safe, but had to reach out. Thus, the online viewing of worship was born, reaching out to those who could not or did not feel safe in returning. We have restarted our ministries, as well as adding new ones on, most significantly working with Susannah Wesley Community Center and Kuakini Hospital. Our music ministry program continues to expand. Newly added is our Pickleball ministry, that provides courts to play to all, while encouraging them to participate in church life.

Our task now is to further rebuild with finding a new pastor and address our dwindling congregation, especially the youth.

**How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.**

The pandemic was a devastating event for the life of our church. As borne out by our 11 year statistics, our congregation declined significantly during this time. We did recognize that although we had taken safety precautions of deep cleaning the sanctuary regularly, removing any items that were touched, requiring masking and being able to incorporate a filtration system into our air conditioning for virus particles, that there are many that could not physically attend or still did not feel safe. Over the past 2-3 years, we started with a simple live stream of our worship through platforms like Zoom and Facebook. It was well received, so we decided to further invest by improving our video and audio system in the sanctuary, with multiple video monitors throughout, as well as improvements in lighting, which improved our video streaming live on Facebook and YouTube. We currently average an online attendance of around 100. We understand that in person worship may not be the preferred platform for the new generation, as well as a help to the elderly, who can't attend in person. This continues to improve, and although it provides a significant outreach, it has not resulted in being able to engage the online presence into feeling like they are a part of our congregation, especially for pledging purposes.

Since there was a significant capital outlay, this is an area that we may not be addressing enough.

The greatest involvement has come through our Music Ministry programs, as we are attracting a large number of people outside our congregation through our church choir, women's vocal group, ukulele groups and hand bell groups. Musical performances are greatly appreciated by all.

We do not have a multi-year or strategic plan, but have taken steps to engage with outside management companies that can help to manage our facilities. Next step is to work on what we wish to become as a congregation, whether we restart the "New Beginnings" program or look into something else.

**11-Year Report**

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Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

**Congregation Demographics**

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	147
NUMBER OF ACTIVE NON-MEMBERS:	60
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	207

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	228
MEMBERSHIP 10 YEARS AGO:	262
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	5
18-24	5
25-34	13
35-44	17
45-54	17
55-64	19
65-74	39
75+	101

ARE THESE NUMBERS ESTIMATES?

Yes

**Staff and Volunteer Leadership**

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Sandy Wong	Pastor	part	2 years
Diane Koshi	Pastor	part	6.5 years
Milton Chun	Buildings and Grounds	part	26 years
William Young	Buildings and Grounds	part	7 years
Eddie Lumives	Buildings and Grounds	part	1 year
Jennifer Perry	Director of Music Ministry	part	8 months
Cassandra Payne	(PPS committee)	full	2.5 years

Reflection: What this information reflect about our congregation's overall ministry:

We are a declining congregation physically, but remaining open and welcoming to new people. We have had several new people join this year and looking forward to attracting more, especially with our community involvement programs and enhancing their spiritual life with our worship services, both in person and virtual. As a congregational church, we find ourselves continually looking for people to serve in volunteer management, while continuing to grow our outreach to let people know we are here.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	220000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	56000
Preschool	154000
Church usage fees	41000
Total	471000

Current annual expenses (dollars budgeted for most recent fiscal year):

471000

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

In what way is OCWM (Basic Support) gathered?

No response

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

1500000

Endowment:

300000

Endowment:

400000

### Capital Campaigns

Description of any building programs projected or underway.

All buildings are fully paid for, due to our previous large capital campaign of the annual church luau. We discontinued the luau due to state compliance issues. Since that closure, we have been primarily been funded by pledging and donations, as well as income from the preschool. Other sources include endowments from which we can only draw on interest earned as needed.

We are currently in the works of exploring a means to sustain our church for the coming years. This is currently being explored and developed and looks promising, but we are not at liberty to discuss any details currently.

### Pictures



Does the church have a parsonage?

No

Description of non-owned buildings or space used or rented by the church:

Not applicable

Accessibility features of our building(s):

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Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)  
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids  
Access to child care spaces for wheelchair users and people with other mobility aids  
Listening devices in the sanctuary, or wireless technology to connect to hearing aids  
Closed-captioning on sanctuary screen and/or livestream  
Wheelchair access in bathrooms  
"Quiet room" with worship viewing and listening availability  
Handrails on all stairs  
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)  
Curb cuts  
Accessible bathroom on each floor  
Wheelchair areas in sanctuary (other than "front or back")

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**Which spaces are accessible to wheelchairs:**

Wheelchair, handicap and walker accessible pews are reserved for those who need wider areas of access. Church entrance is available through two sides of our sanctuary. All doors and restrooms are wheelchair accessible. There is a lift for people who need to access the second level of MacKenzie Hall for activities there. Listening devices are available, as well as written word of scriptures, hymns and prayers displayed on the various high definition monitors throughout the sanctuary.

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**Historical Information**

**Significant happenings in the history of our church that have shaped the identity of our congregation.**

Our church began in Chinatown in Honolulu, as an extension of the Fort Street Chinese Church (now First Chinese Church of Christ) lead by missionary Jessie Mackenzie at 74 Beretania St. In 1948, our church relocated to the church where it currently stands in Nuuanu and became the United Church of Christ.

The most significant event of the past 10 years has been dealing with the COVID pandemic in 2020. Our Sunday worship was temporarily suspended, as we made safety a primary concern, due to our primarily senior, fragile congregation. Because of this, as you can see by the 11 year profile, our membership dropped from 228 in 2019 to 147 today.

Due to Covid, we have reinvented ourselves by reaching people in other ways. In 2022 we began streaming our worship online through Facebook and YouTube to reach those who were still uncomfortable coming out or who could not physically do so. Music ministry has been the program that lasted through and is rebuilding our outreach with various music groups.



**Ministerial History:**

Name: Allan Lee

Years of service: 6

UCC Standing

Name: Charles Buck

Years of service: 7

UCC Standing

Name: Philip Mark

Years of service: 5

UCC Standing

Name: Darren Galindo

Years of service: 13

UCC Standing

Has any past leader left under pressure or by involuntary termination?

No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

**Community Vision**

How the relationships and activities of our congregation extend outward in service and advocacy.

Our church has a long history of community service. Some of our oldest programs involve with working with:

1. River of Life Mission: providing meals for houseless and low income population in the primarily Chinatown area. We previously helped to prepare meals, as well as provide financial assistance.
2. Keola Ho'onane'a Low income housing: our church is part owner of this low income housing project.
3. Family Promise: this program serves the houseless community by hosting families for a night. This is in conjunction with other churches. Since COVID, we primarily have been providing donations and supplies, but may start to house families again.
4. Susannah Wesley Community Center: we have started assisting Susannah Wesley with assistance with their various programs, such as diaper drives and diaper packing, as well as food drives and packing.
5. Kuakini Hospital: our sewing and crafts hui sews blankets for patients at Kuakini Hospital.

There are many others that we have served in the past.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

**References**



Heather Barfield

Completed: Tuesday, Oct 22, 2024

I served as the Associate Pastor from April 2019 to November 2023.

Mobile Phone: 8084218255

**Reference Response**

I left Judd Street on good terms, was just called to serve at a different church. I think fondly of the people at Judd Street and am happy to discuss any questions you may have as you prayerfully consider serving at Judd Street.



Cassandra Payne

Completed: Monday, Oct 21, 2024

Pali Preschool Director - our preschool is a ministry of the church

Business: 8085236495

#### Reference Response

The preschool works with the pastor during chapels, which are held bi-weekly. As the Preschool Director, I directly report to the pastor.



Mary (Mary) Herbig

Completed: Tuesday, Oct 29, 2024

I served as the Director of Spiritual Life Ministries at UCC-Judd Street from 2014 to 2015. From 2015-2018, I served as the Associate Minister.

Email Address: mary.herbig@gmail.com

Mobile Phone: 815-979-5124

#### Reference Response

UCC-Judd Street is a truly lovely community. They are enthusiastic about their church and ministry, especially their music. They are a tightknit community who cares for one another, but they also speak their minds, generally handling disagreements with grace. Overall, they are open to trying new experiences, both in and outside of worship. During my time, we occasionally experimented with different forms of worship on Sunday morning and there was little pushback. They also engaged quite deeply with a college internship ministry we created together, welcoming 8 students over two summers. They were an intellectually curious community, engaged in small groups. They have also begun the work of engaging with justice issues and I believe that they have good potential to continue this growth if supported. UCC-Judd is close to my heart and any pastor would be blessed to serve their community!

## Closing Prayer

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There is no perfect pastor, but we are looking for someone that our congregation feels comfortable with. We want someone who is strong in the Word, as well as compassionate to our members. We want someone who is dynamic in delivering sermons, as well as one who can work one on one with young and old. We want someone who can reach out to bring in new people, as well as attract back those who have left for one reason or another. We need someone who can keep our congregation together. We hope we can get someone with many of these features, but mainly one that fits well with our congregation.

## Statement of Consent

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### 1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

*For example, church council or consistory, transition team, etc.*

UCC Judd Street Pastoral Search and Call Committee:

Dr. Rodney Fong, chair

Ms. Dawn Young, co-chair

Ms. Jocelyne Chun, co-chair

Mr. Sam Kakuni

Mr. Nathan Chong

Ms. Cynthia Lum

Dr. Franklin Young

Mr. Dwight Ovitt

Ms. Sandy Wong, church administrative assistant (statistical information)

Mr. Willy Young, assistant buildings and grounds (photographs of grounds)

### 2. Additional comments for interpreting the profile:

Being a church that has a rich history spanning nearly 110 years, there is more to us than what we can include. We hope this gives you a feel for who we are and a desire to find out more. We hope you wish to find out more about us, as we wish to find out about you. For those already here in Hawaii, you know what a special place this is. For those not familiar with Hawaii, you will find that Hawaii is far different in landscape, climate and culture than anything you have experienced before. There will be many challenges, but ultimately there is much to love about being here and at our church.