

Name of Church
Makiki Christian UCC
Address
829 Pensacola St Honolulu, HI 96814
Conference:
Hawai'i
Association:
O'ahu Association
Title
Intentional Interim Pastor
Start Date
n/a
Description
Intentional Interim Pastor

Church Contact Information

(808) 594-6446 (Business)

Listing Information

Web Presences

<http://makikichristian.org>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Jonathan Roach, Ph.D.

Title:

Associate Conference Minister

Phone:

808-895-8710

Email:

jroach@hcucc.org

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Conferencing

On average, how many devices are logged in per service?

60

Video Hosting Platform

On average, how many views are received per service?

12

Languages used in ministry

English and Japanese

Position Title

Intentional Interim Pastor

Position Duration

Intentional Interim

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

[Download compensation guidelines](#)

Scope of Work

Some fields reference *The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ*.

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the Call Agreement Workbook.

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Leadership, Vision-Casting, and Transition Facilitation

The key responsibilities of our pastor include leadership, vision-casting, and facilitating transitions within our congregation. The position will involve managing leadership changes, guiding individuals through grief, resolving conflicts, and fostering growth and renewal in preparation for the settled pastor. Emotional processing, conflict resolution, and empathy-building will be crucial aspects, aimed at healing past grievances and laying a strong foundation for the future.

The pastor will lead our church to make informed decisions and set directions aligned with our church's mission. Our pastor will collaborate with church leaders to establish strategic goals and priorities while showing strong leadership and compassion. Through fostering resilience, unity, and hope, the pastor will guide the congregation towards spiritual growth and well-being, paving the way for fulfillment of our church's ministry journey.

Second:

Pastoral Care and Spiritual Guidance

The pastor will play a crucial role in providing caring support and guidance to members of our church community during difficult times. Our pastor should demonstrate the joy of Christianity and serve as a positive example, leading Bible studies, and encouraging people to live out their faith in their daily lives within the church. The pastor will have a key responsibility in promoting unity within the church by recognizing that our Eigobu and Nichigobu congregations are part of one unified congregation.

Effective communication is essential in bridging any divides between these groups, and the pastor will serve as a unifying figure. While preparing for the arrival of a settled pastor, the pastor should focus on providing compassionate pastoral care to support and uplift members facing challenges. This approach helps strengthen bonds within the church community and ensures a smooth transition to future leadership.

Third:

Effective Communication and Cultural Sensitivity

The pastor should possess strong communication skills to connect with and engage the congregation. This includes clear and empathetic verbal communication, active listening, and the ability to deliver impactful sermons and teachings that resonate with the congregation. Our pastor should also have a deep understanding of the unique cultural sensitivity of Hawai'i, including the diverse generational spectrum present in the congregation. Being bilingual in Japanese and English is not a requirement for this position, but it would be an additional asset to effectively communicate with a broader range of members. By focusing on these core competencies, our pastor will be better equipped to lead, care for, and communicate with our congregations, fostering a sense of community and spiritual growth.

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)	80000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	30000	<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: 110000			
Pension/Annuity	14	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	8	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	12000	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	1170	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input 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 Salary package (including housing) - is between \$100,000 and \$110,000 based on experience and education. Benefits include medical benefits for individual to family plan based on the needs of the Pastor, professional expenses, annuity, and mileage.

Housing value of Parsonage - approximately \$30,000, includes general maintenance and basic appliances. If Pastor already has a home, a housing allowance will be negotiated using median price of home in the community.

Social Security Offset: 8% of the salary

UCC Retirement Annuity (14% of salary)

Health - \$9,500 – 28,400/annual based on HMO plan and depending on individual/family plan

Life Insurance, Disability Insurance and Workers Compensation is included and will be determined.

Vacation: 20 days per year

Sick leave: 10 days per year

Professional expenses and allowances

Automobile: \$3,600 per year

Publication/Professional Dues/Books: \$1,500

Professional Development/Continuing Education: \$1,400

The expected living situation for our next minister.

The Pastor will be provided a three-bedroom parsonage on the Makiki Christian Church campus.

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

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

N/A

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).

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

Professional expenses: \$1,500

Professional development: \$1,400

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

The Joint Ministry Council (JMC), the English Ministry Council (EMC), and the Nihongo Ministry Council (NMC) including its four boards (Community Formation, Stewardship, Witness, and Worship), will host a series of meetings with our pastor to identify which priorities, ministries and missions are important based on the current size of our congregation and support our Vision Portrait, our Missional Strategy and the future growth of our church. A healthy church that knows who it is and who it wants to become will do more to attract visitors and future new members than a church that is not unified in its beliefs, priorities, and goals.

For example, in the Eigobu congregation, the children, youth and their adult leaders are absent from the worship services. On the few occasions when they are present during the first part of our worship service, their presence reveals a healthy congregation, whereas without them, worship lacks the joy that they bring which would be very helpful to the future growth of our church. Of course, to make such a change would impact the Sunday School schedule. Change is not always embraced, even when there is a clear benefit for the church. Our pastor will need to have both diplomacy and the wisdom to guide us in the changes that will be required of us to achieve our best future as a healthy church.

There are urgent needs in our Sunday School ministry, including our youth and young adult ministries. Strong leadership is needed along with a commitment to the Christian education of our children, youth and young adults. Our pastor should have experience in managing a Christian education program and the necessary skills to recruit and train qualified volunteers as teachers and leaders in our Sunday School ministry and our youth and young adult ministries. The pastor may be called upon to teach, mentor, disciple, and to equip church members to love God and one another and to live out their faith in their everyday lives.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

Our vision for the minister we are now seeking is someone who will help us live more fully into our call to make an impact beyond our church walls. We look to our next pastor to guide us in reviewing our **Vision Portrait** and **Missional Strategy**, and to facilitate an **update of our New Creation Initiative (NCI)**. Because our congregation has already taken ownership of this process and its previous recommendations, we believe that revisiting and refining the NCI under thoughtful pastoral leadership will help us move forward with greater unity. A carefully guided update—with clear, achievable objectives and realistic timelines—can help even those who are hesitant about change to see the value and possibility of renewed direction.

This review and update should include a careful look at our existing ministries and missions to assess how well they reflect our Vision Portrait and Missional Strategy. We should not assume that long-standing programs automatically continue to serve our current calling. Our pastor can help us discern where God is still working through these ministries and where new expressions of service and outreach might be needed. By helping us focus our collective energy on the ministries and missions that most clearly embody our shared vision, our next minister will enable us to extend our impact - building stronger relationships within our community, responding more faithfully to emerging needs, and embodying Christ's love in ways that reach far beyond our walls.

Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Our church is blessed with two language-speaking (English/Japanese) congregations and we have placed greater emphasis on shared participation and joint planning. Our pastor will play a vital role in supporting both congregations. Speaking Japanese is not required, however, cultural sensitivity and respect for the needs of both congregations are essential. The pastor will need to be an effective communicator, who is easily understood by both congregations and able to foster trust. It may take time and gentle encouragement for members to embrace new ideas, changes, or more active participation.

Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

In the hands of our God, we open our hearts to be shaped by God—growing in discipleship, building up the Body of Christ, sharing the Good News, and serving the world with love. Rooted in God's image, we seek to love Him, love our neighbors, and shine as the light of the world in our community. We believe these four areas of excellence will help equip our congregations' ministry.

1. Spiritual Growth and Discipleship

We are committed to nurturing our faith through prayer, Bible study, and worship, equipping believers to live as faithful followers of Christ in their daily lives. We want to provide opportunities for mentoring, fellowship, and small groups, to new and young Christians and their families. We want to become a church where we encourage one another to grow deeper in our relationship with God.

2. Building and Strengthening the Body of Christ.

We seek to encourage unity, love, and mutual support within our church family, recognizing that we are one body in Christ. By cultivating and sharing our spiritual gifts, we work together for the growth and encouragement of all. We also strive to build relationships that reflect the beauty and diversity of God's kingdom, so that both congregations may be strengthened in faith and purpose.

3. Evangelism and Missions.

We are called to share the Good News of Jesus Christ with those who have not yet heard or believed, proclaiming God's love with both courage and compassion. By supporting mission efforts locally and in the world, we seek to extend the reach of Christ's ministry beyond our church property. By doing so, we hope to embody the hope, grace, and love of Christ in all that we do.

4. Serving the World

Following the example of Christ, we seek to become a church that reaches out to our community by meeting the spiritual needs of those around us. As witnessed through our involvement with shelters and prison ministries, we work to bring hope, healing, and transformation, bearing witness to God's redeeming love for all creation.

Who Is God Calling Us to Become?

"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.

Who God is calling us to become as a congregation is not something we can answer quickly—it is a sacred journey of discovery that unfolds as we listen together for God's voice. With the guidance of our Pastor and the Holy Spirit, we seek to discern God's shaping hand in our congregational life together. We must remember that we are the clay and that our loving and forgiving God is the potter. The potter knows the final form and purpose of the vessel. If we are willing to let God be God—to surrender our plans, expectations, and fears—then God will mold us into a community that reflects His grace, compassion, and truth. We are reminded that we are created in God's image, not the other way around.

This truth calls us to humility and openness. It invites us to be pliable in God's hands, trusting that even through times of change, uncertainty, or struggle, God is at work shaping us into something good and purposeful. Our task is not to resist the molding but to remain faithful and attentive, allowing God to surprise us, to stretch us, and to bless us in ways we could not have imagined.

We are called by God to love God with all our heart, soul, and strength, and to love our neighbors as ourselves. We are called to embody the body of Christ in this time and place—to be the sign, instrument and foretaste of God's peace, compassion, and justice. And we are called to become the light of the world, reflecting the love of Christ in all that we say and do, so that others might see God's glory through us.

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

These are our emerging challenges and opportunities:

1.. Bible Study

God is calling our church to be a place for believers to grow spiritually. An adult Bible

study was initiated by our Eigobu members in the last quarter of 2023 and continues today. Starting with 11 participants, it has grown to the current 28 regulars. There is a desire to learn and a need for connection. Creating a strategic plan is not only a way to set priorities and achieve goals, but it will also strengthen the bonds within the congregation and encourage participation and growth.

2. Youth Ministry

Our church has a very small youth group, estimated at about 6% of our congregation. Introducing the life and faith in Christ to our youth and young adults gives our church family the responsibility to teach, mentor, encourage, and share wisdom. Conferences and camps provide opportunities to get to know others and share their faith. Life in the church should provide godly character that strengthens as their faith and relationship with God deepens.

3. Hope Fellowship (Nozomi no kai)

Hope Fellowship is a program that ministers to our church seniors. The elderly come to sing praise songs, listen to a faith message or testimony, do chair exercises, and have fellowship and lunch together, twice a month for two hours. There is a need to expand this program to socially isolated elderly in the area or from other churches.

4. Church Preschool

Our church preschool has been a ministry for 60 years. The pastor takes part in chapel but otherwise it is independently operated. Creating activities for the preschool families to join with church families is a good way to strengthen our ministry with the preschool.

5. Rainbow Connection (Exchange Program)

An existing opportunity is the Rainbow Connection that was formed between our church and the church's founder's place of birth, Kochi city, Japan. MCC visits Kochi where they meet with city officials and provide mission work to students and families.

Congregation Reflections

We would describe our congregation's life of faith as...

Our worship liturgical practices—including Communion, confession, and the Lord's Prayer—serve as affirmations of our faith in God's love, the resurrection of Christ, and His promised return. Before Communion, we recite the Apostles' Creed as a unifying declaration of what we believe, grounding us in the historic faith of the Church and reminding us of the hope we share in Christ.

Baptism is understood as a public profession of faith in Jesus Christ and a commitment to follow Him. It signifies our identification with Jesus' death, burial, and resurrection, and symbolizes both the cleansing of sin and the gift of new life in Christ. As a congregation, we strive to share God's love with others.

While the presence of the Holy Spirit is strongly felt in our church, we do not practice public charismatic expressions such as speaking in tongues. Instead, we experience the Spirit's work in subtle forms of guidance and inspiration. For example, our pastor's sermon preparation and our Bible study leader's lesson planning often arrive at similar themes or insights. We recognize these moments of alignment as signs of the Spirit leading and nurturing us, drawing us to God's word and purpose.

Strengths or positive qualities of our congregation.

Our uniqueness as a church is found in its two separate congregations that run parallel to one another. The church leadership is combined at the top level with the Joint Ministry Council (JMC); the next level is the English Ministry Council (EMC) and the Nihongo Ministry Council (NMC) with church leaders from their respective congregations. Special worship services and various events are combined to include both languages with translators. It takes a lot of planning with bilingual speakers and the love for God to bring it all together in a way for everyone to enjoy. The two congregations maintain a healthy interest in working together, supporting one another, and increasing dialogue and interactions for the benefit of both congregations.

Members are very grateful for our church facilities, and many have a real attachment where our church is not simply its members but also its buildings. Longtime church members have what can be described as an ownership of our church through their many years and countless hours of volunteer work in and through the church, which manifests itself in an emotional attachment. This can be viewed as strengths of our church through their loyal dedication.

A growing edge for our congregation and what we plan to strengthen as a congregation

Our church could benefit by a better understanding of why it does what it does. Are the various church and community outreach ministries and other related activities that the church continues to be engaged in year after year in need of review or update? Are these programs essential to the mission of the church? By engaging in these activities, are we missing out on lost opportunities that may have a greater importance to the ongoing or future life of the church? Our pastor can help us develop a coordinated and unified plan/strategy that describes what each program's goals are and how these goals are measured and evaluated.

While evaluating our outreach efforts, a look inward to discipleship needs to be evaluated as well. Our church understands the importance of outreach to our community but because there isn't the same focus on discipleship, the outreach effort becomes just a project. There have been several strategic plans created in the past but it seems that resistance to change has prevailed over following the strategic plan, or maybe we just don't know how to do a proper strategic plan. Guidance is needed to understand what a healthy structure is for our church.

What worship is like when our congregation gathers.

Worship takes place in the sanctuary, except during the summer months when it is held in the air-conditioned upper social hall. The worship services are also available in real time on YouTube. It includes a call to worship, hymns/songs, prayers (including the Lord's prayer), the Doxology, offertory, greetings/announcements, sermon, and a closing blessing. Communion is served once a month.

Our worship service functions more as a catch-all church service. Our actual worship competes with asking what God can do for us, which is present in some of the hymns/songs and in our prayers. Our worship services could benefit by revisiting its format and content and redesigning it to enhance our overall worship experience. Worship is a very personal experience, and any change, especially after 50 years may not be welcomed. For example, our version of the Lord's Prayer is outdated. Reciting the words, debts/our debtors, have an entirely different meaning today and should be replaced with sins/those who sin against us

To grow our worship service attendance, some changes may be inevitable. God desires our worship and what we do to strengthen that worship bond with God will be well received by Him.

The educational program/faith formation vision of our church.

Our church needs to equip believers with the ability to grow their faith and deepen their relationship with God. Christian education should be offered through Sunday School, Bible study, small group sessions, and participating in conferences, camps, and age-related events.

The Eigobu congregation needs to have its children, youth, and Sunday School teachers attend the worship service for at least the first 20 minutes. Their presence and participation reflect a healthy congregation, which will help the church to attract visitors and future church members. Our long term goal should be for our children and youth to have a lifetime of experiences in the church. Their education, while important, should be secondary to building a strong relational bond with the church body. Creating extended family bonds will promote an emotional tie with the church that includes loyalty, faithfulness, and acceptance. When this happens, the children and youth will become more receptive to hearing and learning the word of God.

In addition, the children and youth from both the Eigobu and the Nichigobu congregations should plan to join together on occasion, which will be beneficial to both congregations.

How our congregation is organized for ministry and mission.**1. Decisions and Communication**

Decisions in our church are typically communicated through direct conversations, announcements during worship, and written updates such as our newsletters or emails.

2. Teams and Committees

Teams are usually formed by approaching individuals to help with a specific project or ministry. This allows us to match people's gifts and availability with the needs of the church. While effective in many ways, it also highlights the challenges of being a smaller congregation—finding volunteers to fill every role is not always easy.

3. Areas of Struggle

One of our ongoing challenges is balancing our vision with our limited resources. We often reflect on our past—the many ministries, missions, and programs we once supported—and recognize that with a smaller congregation today, we need to be more intentional in prioritizing our ministries. Each ministry should have a strong, committed team to ensure it thrives. With fewer people available to share these responsibilities, our leaders sometimes feel stretched thin, which can affect our communication and coordination. We need to welcome newcomers so they can build relationships and determine how they can become involved.

When it comes to decision-making, 10 hours are spent in meetings per month.**Is the pastor expected to attend all church meetings?**

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

Our EMC chairperson serves in a variety of capacities wherever there is a need. She has helped people facing life crises, including a mother who faced losing her baby just days after birth, and an elderly woman with an emergency medical condition, who didn't have family or friends in Hawai'i. This chairperson welcomed a visitor who walked into the church one Sunday. She invited him into the lower social hall where a group of men were sitting around a table having coffee and chatting as they did every week before the worship service.

The visitor met a longtime church member there, who got to know him. He found out that this visitor was sleeping in his car while waiting for his work visa to be extended so he could find a job. This member helped to follow up on the status of his visa and helped him with his daily needs. When the visitor's car broke down, this member let him use his car. Once he received his visa, this member helped him to find a job; that was probably six months ago. Our

pastor also helped to reach out to this person. The visitor disclosed that he was in a desperate state when he first walked into our church. He didn't know what to do and was contemplating suicide.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

- [_2025 MCC Leadership Org Chart.pdf](#)
- [_2011 Amended By-laws 3.4.2012.pdf](#)
- [2024 ANNUAL REPORT \(E\).pdf](#)

11-Year Report

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:	339
NUMBER OF ACTIVE NON-MEMBERS:	0
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	339

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	60%
LESS THAN 10, MORE THAN 5 YEARS:	25%
LESS THAN 5 YEARS:	15%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

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

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	0%
SINGLE ADULTS AGE 35-65:	0%
JOINT HOUSEHOLDS WITH NO MINORS:	0%
SINGLE ADULTS OVER 65:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	0%
COLLEGE:	0%
GRADUATE SCHOOL:	0%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	0%
ADULTS WHO ARE RETIRED:	0%
ADULTS WHO ARE NOT FULLY EMPLOYED:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

We do not collect information on the range of occupations of working adults in our congregation although most are what would be classified as "white collar" occupations.

We do not collect information on the following:

Percentage of adults in various household types

Number of total participants by age

Education level of adult participants by percentage

Percentage of adults in various employment types

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Makiki is a predominantly Asian congregation, with many members tracing their roots to Japan and other Asian heritages. We are also blessed with members from a variety of ethnic backgrounds who are active participants in our worship and ministries, reflecting the broader diversity of our island community. Many extended families span multiple generations, and it is not unusual to see three generations of one family involved in the life and ministry of the church. This intergenerational and familial character adds to the warmth, continuity, and sense of belonging that defines our congregation.

What diversity means in our context?

In our congregation, diversity is best understood through a generational lens. We are blessed with three to four generations actively participating in our worship, programs, and ministries. Each generation brings its own perspectives, experiences, and ways of expressing faith. These intergenerational

differences enrich our life together—shaping our conversations, decision-making, and approach to ministry. Our diversity is reflected not only in age but also in the variety of life experiences, cultural influences, and faith journeys that each generation contributes to the life of the church.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	60	Volunteers
Children's Groups or Classes	30	Volunteers
Prayer or Meditation Groups	25	Volunteers
Worship (digital / online / livestream)	70	Pastor/Volunteers
Youth Groups or Classes	25	Volunteers

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
7:45	60	Pastor/Worship Board
10:00	100	Pastor/Worship B
11:30	63	Pastor/Worship B

Additional comments:

None

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Wayne Ibara	3	Eigobu	Senior Pastor	<input type="checkbox"/>
Howard Yoshida	none	Eigobu	Former Pastor	<input checked="" type="checkbox"/>
Bradstreet Smith	none	Eigobu	Former Pastor	<input checked="" type="checkbox"/>
Colins Kawai	none	Eigobu	Former Pastor	<input checked="" type="checkbox"/>
Yoshitaka Fujinami	none	Nichigobu	Pastor	<input type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Rev. Howard Yoshida: Following his pastoral tenure, he has transitioned into the role of a supportive church member, offering guidance when appropriate and remaining committed to the congregation's ongoing ministry

Rev. Bradstreet Smith: Brad continues to share his gifts with the congregation, faithfully participating in worship and church activities. His active support of our ministry partnership with a local elementary school reflects his ongoing commitment to serving both the church and the wider community

Rev. Colins Kawai shares his knowledge and gifts in supporting our Bible study ministry

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Senior Pastor	Senior Pastor	full	Moderator	30
Preschool Director	Gwen Imai	full	Senior Pastor and Preschool Board	5
Nichigo Pastor	Yoshitaka Fujinami	full	Senior Pastor	7
Office Administrator	Yumi Fujinami	full	Senior Pastor	20
Bookkeeper	Daniel Yonamine	full	Senior Pastor and Treasurer	15
Japanese Ministry Assistant	Kumi Ray	full	Nihongo Pastor	5
Facilities Care	Ryan Higa	full	Senior Pastor and Office Administrator	7

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

Although we have approximately a 100 volunteers helping in leadership roles, care of the facility, leaders of bible study groups, Sunday School, and other activities and committees, we are still understaffed.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	702000
Rentals of Church Building	12000
Rentals of Church Parsonage	3000
Admin and other	84000
Total	801000

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

875950

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](#)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

62

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

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)

In what way is OCWM (Basic Support) gathered?

\$7400 of \$54,125 mission budget goes to UCC Outreach (OCWM). It is 14% of Mission budget.

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

14

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

Our church sanctuary and the adjoining social hall are registered as a historic building, representing a significant part of Hawaii's history and culture that historians want to preserve. There are foundations that support renovation of historic buildings. A grant proposal was submitted to the State of Hawaii's grant-in-aid fund in January; the funds were approved in July and a contract is pending. Grant proposals are being submitted to fourteen foundations; two have been granted and one denied. A strategy is in the planning stages to best execute a church capital campaign.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0	Church Tower and Social Hall	500000	500000	Planning stage
0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

In planning process

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

500000

How is the parsonage used?

For Senior pastor (4 bedroom, 2 bath) and Groundskeeper. Third dwelling is used to host visitors and guests (3 bedroom, 1.5 bath).

Street

829 Pensacola St

City

Honolulu

State

HI

Zip

96814

Finished square footage:

800

Number of Bedrooms:

4

Number of Bathrooms:

2

Assessed real estate value:

No response

Available for minister residence?

No

Expected minister residence?

Yes

Condition of structure, systems and appliances

Fair to Good

Entity in the church responsible for review and needed repairs

Resource Ministry Board

Parsonage pictures



Description of all buildings owned by the church:

The church has the following:

- Pastor parsonage: 4 bedroom, 2 bath
- Aloha cottage (for visitors and guest): 3 bedroom, 1.5 bath
- Groundskeeper parsonage: 4 bedroom, 1.5 bath
- Sanctuary
- Upper and lower social hall
- Christian Education building (25 classrooms and washroom facilities)

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

N/A

Accessibility features of our building(s):

- Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
- Accessible parking spaces
- 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
- Wheelchair access in bathrooms

- Handrails on all stairs
- Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
- Curb cuts
- Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Our Sanctuary and lower and upper social halls are accessible for those who need it through an elevator.

Policies regarding financial practices of the church:

- a) Anyone who submits a requisition for reimbursement must fill out the paperwork and attach the receipt(s), then sign the requisition, and also have the Chairperson of the Council, Board, and Committee sign the requisition before turning it in to the Office Manager.
- b) The Office Manager reviews and approves the requisition(s) with a date stamp and initials. The Office Manager will give the requisition to the Bookkeeper for processing.
- c) Checks are signed by two designated individuals instead of one.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

As a prayerful, worshiping community committed to the one true God (Deuteronomy 6:5), we serve as a lighthouse in a world awash with many false gods. Where the idols of money, security, power and prestige are popular in our culture, our worship of God is a sign calling attention to God's kingdom life announced by Jesus Christ. God is the center of our life, enabling us to balance in all we do. As we submit our lives to God's graceful rhythm, we are cultivated as God's transformed people, sent into the world to continue Jesus' ministry of reconciliation (2 Corinthians 5:17-21)

Historical Information

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

Our church has a treasured and storied history. Founded in 1904, the Reverend Takie Okumura and his wife, Katsu, ministered to the needs of immigrants who had arrived from Japan to work in Hawai'i, not only through our church but also via a number of non-profits start-ups, including a residential dorm, a school, the YMCA, a hospital, and a baseball league. Our Nichigobu congregation is healthy and thriving with a leadership composed of longstanding members and newcomers from Japan.

Our Eigobu congregation has long valued Bible study and prayer which continues today. We look forward to welcoming a new pastor who we can partner with in helping us to realize and achieve our full potential with God. Our two congregations work together to create joint opportunities for worship, prayer, projects, camps, and foster connections with our sister churches in Japan.

Our New Creation Initiative includes a Vision Portrait and a Missional Strategy for developing our body life, going where God leads us.

A specific change our church has managed in the recent past.

Our adult Bible study was revived after many years in 2023 by one of our retired pastors. It immediately attracted members and new attendees to the church. As a result, new member classes were held as interest in MCC and its beliefs grew among those new to our church. There has been so much that has come out of our Bible studies. Having a deeper understanding of the Bible's application in our lives is critical to renewing our minds. The teaching and class discussions have been enriching. The class is well attended each week. There are several members that are homebound joining in on Zoom or are watching the video recording of the class. A Bible study for young adults is a future need.

Corporate prayer resumed in 2023 (post-pandemic). Praying together is a powerful and unifying experience. It has been amazing to witness our answered prayers. Adding Bible study and corporate prayer to our Sunday church schedule have provided us opportunities for greater connection and spiritual growth.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We recognize that conflict is a natural part of life. We strive to approach disagreements with humility and grace, seeking consensus. We value open communication, mutual respect, and active listening. We encourage members to address concerns directly and constructively, whether in small groups, committees, or with church leadership. Leaders are expected to model behaviors and conversations that foster understanding rather than division.

We also emphasize forgiveness and grace as central to our faith. When conflicts arise, we seek to discern God's guidance and work toward solutions that strengthen relationships and the life of the church. While minor disagreements are handled within small groups or teams, larger conflicts are addressed collaboratively through pastoral guidance and the appropriate church committees, always aiming for reconciliation and unity. Through these practices, we endeavor to maintain a congregation that honors God, respects one another, and grows together in faith.

The most recent major conflict through which our church has navigated.

Conflict is a natural part of life and community. When disagreements arise, we strive to respond with humility, grace, and a spirit of discernment. We seek consensus through open communication, mutual respect, and active listening, encouraging members to address concerns directly and constructively—whether in small groups, committees, or with church leaders. Recently, the JMC decided that a leadership change was necessary, so it chose not to renew our senior pastor's contract. The decision created some conflict within the congregation.

Our leaders are expected to model healthy dialogue and promote understanding rather than division. Forgiveness and grace remain central to our faith. Disagreements are usually resolved within small groups or teams, while larger issues are addressed collaboratively through pastoral guidance and appropriate church committees. In all things, we aim for reconciliation and unity, trusting God's Spirit to strengthen our relationships and the life of the church

Ministerial History:

<i>Name:</i> Wayne Ibara	<i>Years of service:</i> 30	UCC Standing
<i>Name:</i> Saku Kuroda	<i>Years of service:</i> 28	UCC Standing
<i>Name:</i> Kiyoshi Gushiken	<i>Years of service:</i> 3	UCC Standing
<i>Name:</i> Gloria Imamura	<i>Years of service:</i> 4	UCC Standing
<i>Name:</i> Bradstreet Smith	<i>Years of service:</i> 12	UCC Standing
<i>Name:</i> Donald Asman	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Yoshitaka Fujinami	<i>Years of service:</i> 7	

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We expect our pastor to be both a spiritual leader and an equipper, guiding and preparing us to live out God's vision. We value a pastor who works collaboratively with our congregation, sharing ideas and experiences that enrich worship and deepen our awareness of God's presence.

At the same time, we acknowledge the need to avoid becoming overly dependent on the pastor. There has been a tendency to expect our pastor to carry many ministries, rather than sharing responsibility across the congregation. We are learning that a healthy ministry grows from shared leadership and mutual accountability.

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

Yes

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 relationships and activities extend outward in service as we seek to live as a joyful witness to God's life in the world. We do this by:

- Proclaiming and demonstrating the Good News of Jesus Christ through worship, Bible study, and acts of service.
- Welcoming all into the church by hosting community events like the Fall Festival and services, which invite neighbors and newcomers into fellowship with us.
- Supporting mission projects, participating in outreach efforts, and seeking ways to care for those who are vulnerable in our community.
- Bringing Sunday's worship into the rest of the week as we live our faith in daily life, volunteering in the wider community, caring for others, and practicing hospitality.

- Collaborating with the Hawai'i Conference UCC and other congregations for camps, training, and shared mission initiatives.

In these ways—through fellowship and service—our congregation seeks not only to nurture faith within but also to share God's love outwardly into our community.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

According to the Hawai'i Conference UCC (HCUCC) bylaws, the HCUCC coordinates the work and witness of the local churches and associations, renders counsel to local churches and ministers in situations calling for help beyond their own resources, renders advisory service for pastoral searches, sponsors in-service training for ministers, and conducts conference retreats, clinics and workshops. Our senior pastor was the president of the O'ahu Association of the UCC conference for over four years until 2024; he also served on the O'ahu Committee on Ministry. Our church has hosted annual meetings that were attended by sister churches in the O'ahu Association and the Hawai'i Conference. And, the annuity plan offered to our church employees originates from the HCUCC.

How our church engages with the community organizing movements in our community.

We see community connections as an extension of our ministry, allowing us to serve and witness beyond our walls.

- Many of our activities extend to family and friends of members, visitors, and those in our surrounding neighborhood. Events such as the Fall Festival, and planned social gatherings such as the family camp, provide opportunities to connect and build new relationships
- We partner with Ka'ahumanu School, host the Neighborhood Board, and provide gift boxes to the Kapiolani Medical Center and the Waikiki Health Center. These relationships allow us to be present in our immediate community and responsive to its needs
- Our on-campus ministries, such as our preschool, work with the prison ministry, and the teleconferencing project, extend care, education, and spiritual support. These partnerships strengthen both our witness and our service.

Through these connections, we strive to be a church that not only gathers for worship but also works alongside our neighbors and community

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.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Our long-standing church ministries and community missions have been faithfully supported for many years. To ensure continued alignment with our Vision Portrait and Missional Strategy, these efforts should be reviewed to assess current relevance and impact. All projects should be integrated into our ministry or mission focus or paused until additional resources and volunteers are available.

Our preschool remains one of our church's shining ministries—a joyful place of learning and growth for children and families. It also represents an important opportunity for deeper connection. To strengthen this connection, additional resources and volunteer support from church members would be beneficial. Intentional efforts to invite preschool families to church events and worship services could help them feel more a part of our church 'ohana. By nurturing these relationships, our preschool can educate children while planting seeds of faith and community that grow within the life of the church.

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

Makiki participates in the annual Aha Pae'aina, an island-wide gathering of all HCUCC churches. In recent years, it has been held at Central Union Church, which can accommodate the large number of delegates, although we have hosted this event in the past. Our congregation provides a main dish, salad, or dessert for 200 delegates on the Friday before the last day of the conference.

Our church has hosted the Spring and Fall Mokupuni for O'ahu UCC churches, held on a Saturday, providing a light breakfast, snack, and lunch for the delegates

The HCUCC also offers a Leadership Conference and a Moderator's Conference. Two publications—The Coconut Wireless and The Friend—are available on the conference website to share news and updates about the conference and its churches

Our pastors are active participants at these conferences and are sought after for their knowledge and experiences. Our church recently hosted the ordination service for a former member to pastor at one of our sister-churches

How our mission statement compares to the actual time spent engaging in different activities.

Our Missional Strategy emphasizes being the Body of Christ, expressing God's love through community, stewardship, and faithful witness. Our focus is on worship, prayer, and fellowship, which strengthens our sense of being a family of faith. Our time spent reflects both the strengths of our mission and the challenges of our smaller size. Leadership and hospitality rely on a small group of dedicated volunteers. Limited opportunities for shared study or formation remain an area for growth.

We devote significant time and energy to caring for our resources, including our facilities, finances, and organizational needs, which sometimes take priority over our outward-focused missions. Stewardship of property and budgeting can outweigh attention to spiritual gifts, children and collaborative ministries.

We invest heavily in sustaining the church, sometimes at the expense of outreach and discipleship. We have an opportunity to rebalance our church's vision of being Christ's light in the world.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

Our church organizational structure includes a senior pastor, an associate pastor for the Eigobu congregation, and an associate pastor for the Nichigobu congregation. However, in view of our dwindling church membership, the JMC decided to postpone the hiring of an associate pastor for the Eigobu congregation for three years. Meanwhile, the senior pastor has had to assume the duties of both positions. As a result, a number of key responsibilities of both pastors have been put on hold. Our next step is to determine the best way to accommodate the current size of the church with a plan to strengthen discipleship, mentorship and evangelism.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

Our neighborhood is a diverse community characterized by a unique blend of cultural and housing dynamics. A relatively small percentage of households (about 9.7%) are married couples with children, while nearly half of the residents (48.3%) rent their homes. The majority (74%) live in apartments or condominiums, reflecting the area's urban residential character. Asians make up the largest ethnic group (51.3%) of the population, with Japanese-born residents accounting for 4.86%. This mix of housing patterns and cultural backgrounds shapes the distinctive identity of the neighborhood

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

The youth in our church are in grades 6-12. We currently have less than twelve youth, most of whom have parents who are members of our church. Many nearby churches also have a small number of youth. The best camps have been those that combine multiple church youth groups. Next summer, a camp is being planned for a group of youth to encourage interaction, fellowship, and friendship. To strengthen and sustain this ministry, we hope to hire a dedicated youth leader who can mentor our youth, nurture their faith, and guide young adults in leadership roles—especially in planning and running the camp

How the demographics of the community are currently shaping ministry, or not.

The community demographics surrounding our church are changing and growing. This transformation has taken the area from shopping centers, eateries, warehouses, and other commercial properties to high-rise condominiums. This new development is to provide luxury condominiums and also much needed housing for the average worker. New building sales have exploded with interest, and sale prices have increased as its popularity grew. The plan was to appeal to young singles with the idea of being a place to "live-work-play". Now would be a good opportunity to brainstorm creating a young adult ministry.

What we hear when we talk to community leaders and ask them what our church is known for.

When we talk with community leaders about what our church is known for, they often describe us as a trusted and consistent presence in the neighborhood. Makiki is recognized for its hospitality—we regularly host the Neighborhood Board meetings, providing space where important conversations can take place.

Our preschool is a valued ministry, and has earned a strong reputation for nurturing young children in a safe, caring, and faith-informed environment. Even families not directly connected to the congregation, speak highly of its lasting impact on their children's early growth and development.

What new people in the church say when asked what got them involved.

As an aging congregation, our church needs to attract new members. Fortunately, God has been bringing a steady flow of new people to our church. Members greet all visitors, introduce them to others, and make sure that they feel welcomed. Following worship, there is coffee but nothing else, which is unfortunate; it is a lost opportunity. Building new friendships are very important to encourage visitors to return. As new people learn more about the church and its ministries, missions, and activities, their commitment to our church grows. Finding a church home is important and comforting.

References

Janice Ogoshi

Completed: Tuesday, Nov 4, 2025

Ordained minister in an association of the Hawai'i Conference UCC; former member and friend of Makiki Christian Church

Email Address: pastorjanice9620@gmail.com

Personal Cell: (808) 383-1018

Personal: 808-383-1018

Mobile Phone: 808-383-1018

Office: 808-553-3823

Reference Response

I grew up and was baptized at Makiki Christian Church, where my parents were lifelong, active members. The pastor and members helped me to discern my call to ordained pastoral ministry. After seminary, I served one year as an Interim Pastoral Associate (licensed by the O'ahu Association). Because of longtime relationships with the pastor who recently left, friends, and family members, I have kept up with the life and news of the church. I am happy to speak from the perspective of a pastor and friend of the church to those who have questions about this church.



Gloria Imamura

Completed: Thursday, Nov 20, 2025

I am a former Associate Minister of the English Division of Makiki Christian Church.

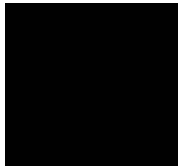
Personal Cell: (808) 292-6665

Personal Cell: (808) 292-6665

Personal Home: (808) 836-8004

Reference Response

Makiki Christian Church was our church home for many years and then I was on staff as one of the associate ministers for five years until my retirement in 2020. I would be happy to serve as a reference for this vibrant church, serving Christ in their neighborhood and beyond!



Gerald Chinen

Completed: Tuesday, Nov 4, 2025

I've been asked to be a Reference

Primary Email Address: gtchinen@yahoo.com

Personal Cell: 510-292-0710

Reference Response

[View the Makiki Christian Church profile](#)

Closing Prayer

O God. We pray for an interim pastor who will help us select our settled pastor. We pray for a pastor who will guide our discernment process, encourage our leadership, and deepen our love for one another and our community.

Our inspiration comes from Ephesians 4:11-13: "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God."

We pray for a pastor who will walk with us as we discern God's vision. Amen

Statement of Consent

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.

This Local Church Profile was developed with input from various individual/groups within our church, including the co-moderators, historians, members, the senior pastor, church staff, and the search committee.

Committee Members:

- Keith Kuboyama – former moderator, long-time Eigobu
- Michelle Saito – current JMC member, long-time Eigobu
- Yoko Hiltbrand – former JMC member, long-time Nichigobu
- Yuki Floyd – current NMC member, Nichigobu
- Shin Domen – HR Committee chair/member of Planned Giving Ministry Eigobu
- Colins Kawai – ordained pastor, Bible study leader Eigobu

2. Additional comments for interpreting the profile:

No response