



Name of Church

The First Chinese Church of Christ in Hawaii

Address

1054 S King St
Honolulu, HI 96814-2184

Conference:

Hawai'i

Association:

O'ahu Association

Title

Senior Settled Pastor

Start Date

Jul 31, 2026

Description

hold

Church Contact Information

808.255.6000 (Personal)

Listing Information

Web Presences

<https://www.firstchinese.org>

Type: Professional

<https://www.facebook.com/@firstchinesechurch>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Jonathan Roach

Title:

Associate Conference Minister

Phone:

8088958710

Email:

jroach@hcucc.org

Summary Ministry Description

The First Chinese Church of Christ in Hawaii, a faithful team of God-fearing members including persons of all generations, a cooperative team of God-loving members and a joyful team of God-seeking attendees, invites candidates to apply for our open position as pastor of our English language Congregation.

We have just celebrated 147 years since being chartered by King Kalakaua, and in that time, we have shepherded six congregations, opened the Mills' Institute (now the Mid-Pacific Institute), started Hawai'i's first preschool, and opened a hospital for Chinese immigrants when others turned them away. We have been instrumental in raising up missionaries and ministers who have served around the World. In the 1980s, though fully English-speaking, we reached out to Chinese immigrants by forming a Chinese worship service. Our history has motivated us to continue reaching out to bring the Gospel to our community.

Our gym and grounds are in a central location in Honolulu with ample parking and are utilized for weekly community outreach activities including volleyball, basketball, archery, pickleball, badminton, Tai Chi, Chinese Dance, Senior fellowship, Women's ministry, Sewing fellowship, ukulele ohana, and Bible Studies.

Our worship services are a mixture of the traditional and contemporary, and are known to be warm, engaging and Spirit-filled. Our Worship team doesn't come across as performers, but fellow worshippers leading our congregation in worship.

We are looking for someone with a degree in Divinity or Theology from a nationally-accredited theological school, preferably an Evangelical institution, someone having a heart and passion for Christ and the Church, spreading the Gospel, devoted to prayer, providing insightful and inspiring inductive Bible studies and sermons, training disciples, shepherding the entire flock, and having a humble and caring attitude, communicating and relating effectively with members of diverse backgrounds in order to maintain church unity.

Church pictures



What we value about living in our area.

- Having good weather most of the time
- Friendly, helpful, caring neighbors. immediate neighbors are mostly businesses and not residential, yet there are many condos outside the business area.
- Having a Bible-based church
- Having the Bible Institute of Hawai'i utilizing our campus for their classes.
- Having the Ala Moana Shopping Centers and other shopping areas nearby
- Excellent educational institutions from preschool to college, graduate studies, law, medical schools within walking distance or short driving distances including McKinley High School across the street, the University of Hawaii Manoa, Hawaii Pacific University, and Chaminade University
- A few minutes drive from excellent hiking trails, nature walks, and beautiful surfing beaches.
- Close to important medical facilities such as Hawaii Pacific Health Straub Clinic two blocks down the road and Hospital. Kaiser Permanente Medical Offices next door.
- Within five miles from the Hawai'i's largest public library, Honolulu Police Department, the Bishop Museum, the Honolulu Museum of Art, the Honolulu Zoo, the Aquarium, Chinatown, Iolani Palace, City Hall and the Hawaii State Capitol.
- The multi-ethnic populace who have brought their various cultures, values and foods sharing the Aloha spirit of Hawai'i's lifestyle.

Current size of membership

323

Average in person attendance

215

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?

218

Languages used in ministry

English

Position Title

Senior Settled Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference 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 for our settled pastor.pdf](#)

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

First:

Preacher/Teacher: able to provide Bible Studies and Bible-based sermons which are insightful, and energetic.

Second:

Leadership development by working with people in the church to create ministry and programs. Challenging people to go out in faith, challenging and encouraging them both in words and example to go out with humble, servant attitudes in developing and utilizing their gifts and talents for Christ and the church in creative ways.

Third:

Counselor: to comfort the afflicted and to afflict the comfortable. Someone who is warm, caring, understanding and empathetic but is also willing to speak truth in love to those who need to confront their problems and change their ways. In either case, willing to walk alongside of them in their struggles. Compassionate.

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)	41000	☒	☐
Housing Allowance	35000	☒	☐
Any Experiential Difference (Related to years of experience)	0	☐	☐
Salary Basis: 76000			
Pension/Annuity	10640	☐	☐
Social Security and Medicare Offset	5814	☐	☐
Medical/Dental Insurance	11844	☒	☐
Life Insurance	0	☐	☐
Disability Insurance	150	☐	☐
Worker's Compensation	0	☐	☐

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

- Vacation: 21 days annually, non-cumulative
- Sick Leave: 21 days per year cumulative to 30 days

The expected living situation for our next minister.

The pastor will not live on campus (will commute)

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.

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
Conference and/or Association meeting registrations
Criminal background checks.

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

Pastors' monthly meeting

Who Is God Calling to Minister with Us?

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

FCCC's Vision and Mission is "Loving God, Loving People and Sharing the Good News." Our next minister will be an ordained minister who prays with us, has a calling to shepherd First Chinese Church, and has agape love for his sheep. He/she will demonstrate unconditional love and enduring patience as an example to us of Christ's love. The next minister will be an avenue of the Holy Spirit in our day to day life.

Our next minister will embrace congregational polity and is expected to participate in UCC conferences gatherings, and pastor support group meetings as well as sharing engaging sacred Stories and traditions. He/she will be called to demonstrate Bible knowledge and teach scripture and will bring biblical stories and principles to life through instruction and example.

FCCC Ministers are held to high moral standards. Humility is an important trait in all leaders. The next pastor should minister to all our members from young to old, through both visitation and 'check-in/wellness' calls. He/she should demonstrate a willingness to nurture relationships with each church member regardless of the different personalities and backgrounds. The ability to form relationships and connect with congregants is highly important in this church, because it is a determining factor in the unity of our church body. Each person in the church should be treated with dignity, with remembrance that all are made in the image of God. FCCC is a welcoming church, but it is also a neo-conservative church which does not endorse same sex marriage.

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

The Pastor will:

- mentor members to be Christlike in their daily lives.
- build relationships by being available, visiting members, and attending HCUC events.
- lead by example- model praying.
- identify and train new leaders enabling them to serve in roles that align with their spiritual gifts.
- express appreciation, pray for families by name and show compassion during difficult times.
- offering counsel and spiritual care to help members through crisis.
- utilize solid Bible-based teaching to equip and encourage members to pray together for one another, and our neighbors.
- need to be willing to share the work and not think that only the pastor makes all the decisions. In doing so, they should develop leaders with skills in teaching and leading Bible studies.
- need to be people-oriented and build relationships with the Body of Christ at the First Chinese Church. Having experience working with the "houseless" (in our neighborhood) would be beneficial as we have people seeking shelter around and on our campus.
- Sunday pulpit messages should meet the needs of the congregants; be they believers or unbelievers. As the message equips the saints, they will be enabled to share the Gospel and lead people to salvation.

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

The pastor shall be English speaking. In the local culture of our church, we have bilingual members. The local-born Chinese may not have the same cultural background as someone from mainland China. We have a large Mandarin-speaking membership at the First Chinese Church of Christ in Hawaii that would be willing to learn English as a second language.

The pastor should embrace and celebrate the cultural diversity within our congregation. Thus, they should be open to trying various cultural foods as the church currently has a monthly "love feast" for all to share and enjoy.

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.

FCCC's Vision and Mission is "Loving God, Loving People and Sharing the Good News." Our next minister will be an ordained minister who prays with us, has a calling to shepherd First Chinese Church, and has agape love for his sheep. They will demonstrate unconditional love and enduring patience as an example to us of Christ's love and avenue of the Holy Spirit in our day to day life.

Nurturing UCC Identity: The next minister will embrace UCC congregational polity. Jesus Christ is the sole head of the church and a direct line of governance from Jesus through the pews. FCCC ministers are expected to participate in UCC conferences, gatherings, and pastor support group meetings. FCCC's constitution specifies that (permanent) church pastors must maintain standing in the UCC. FCCC ministers are expected to speedily attain either Privilege of Call or Dual Standing through the Committee on Ministry.

The next minister will be called to demonstrate Bible knowledge and teach scripture (both Old and New Testament). They will bring biblical stories and principals to life through instruction and example.

FCCC Ministers are held to high moral standards. Humility is an important trait in all leaders. The next pastor should minister to all our members from young to old, through both visitation and 'check-in/wellness' calls. The next minister should demonstrate a willingness to nurture relationships with each church member regardless of the different personalities and backgrounds. The ability to form relationships and connect with congregants is highly important in this church, because it is a determining factor in the unity of the FCCC church body. Each person in the church should be treated with dignity, with remembrance that all are made in the image of God. A successful minister will stay above negativity and speak in solely positive terms about individual members. FCCC is a welcoming church, but it is also a neo-conservative church which does not endorse same sex marriage.

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.

God is calling a shepherd who nurtures and equips the believer to have a personal relationship with God, to share the gospel of Christ, and to make disciples.

- They should equip the members to be able to witness and make disciples of Christ.
- They should pray with various members that he can confide with. He should encourage daily prayer of the church members. Thus, the believers will interact with God on a daily basis through prayer and Bible reading.
- They should be able to lead weekly inductive Bible studies which allows the student to discover what the Bible is saying to them and develop their understanding and faith in God.
- They shall be able to identify and build up leaders in the church so that they can assist in the ministries of the local and universal church. He needs to be active in growing the Sunday School of adults and children,
- They will be able to interact with the Mandarin-speaking members of the church and become an available Pastor/Shepherd to them. We are all the Body of Christ.
- They shall be open to the Spirit's leading and hold true to Proverbs 3:5-6 in trusting in the LORD, leaning not on their own understanding, in all his/her ways acknowledge God, and be directed by God, and all the while not being contrary to the Scriptures.

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

Four activities that we have used to reach out to our community have included:

1. The Energetic Gospel Fellowship. This youth outreach was aimed at Chinese immigrant youth from McKinley High School across the street as well as youth from Chinatown. It included tutoring, an open gym, youth outreach and free dinner on Friday nights. After the pandemic, several of the members, now young parents returned and an effort is now underway to have the former youth create an ongoing program with their children.
2. Our playground is opened twice a month as an archery outreach. It has become a method for our members to invite their friends and family to join our fellowship. Other programs that have brought neighborhood friends include our Tai Chi classes, Ukulele ohana, Forever Young Senior fellowships, Vacation Bible Schools, basketball, volleyball, pickleball, and badminton.
3. We have donated up to 800 snack bags periodically through the River of Life which have included bottles of water, granola bars, slippers, and other items needed for the homeless. This ministry has been done through our sewing group, Sunday school, our Forever Young senior ministry..
4. We have been able to utilize our historical and cultural heritage and unique Chinese-Hawaiian architecture to establish relationships with community groups by providing historical tours and interpretations of the Chinese symbolism in our sanctuary's unique architecture.
4. The first Sunday of each month, our people have been contributing to the Kamakapili food basket, as well as our love offering which goes into a special fund to help those who are in need in our congregation. There also is a Love Feast on those Sundays where anyone who has worshipped with us can join us for a luncheon.
5. Last year, we put on our first Autumnfest where we invited our community with bouncehouses, waterslides, Chinese dance, music, archery, etc. which highlighted some of our many outreach and fellowship activities within the church.

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

Our vision statement is "Loving God, loving people, and sharing the Good News." We are pretty much conservative in the ways we refer to God and are not really strong

in terms of traditional liturgy. Our people are not comfortable using the feminine in referring to the Holy Spirit.

Strengths or positive qualities of our congregation.

First Chinese Church of Christ (FCCC) is a warm and welcoming congregation where members care for one another as family. We strive to be inclusive without being intrusive, honoring each individual's spiritual journey. At FCCC, we believe that once someone becomes part of our church family, they remain part of it—even if they worship elsewhere.

As a congregational church, FCCC upholds the authority of the congregation to make final decisions in church matters. Our leadership is called to shepherd and guide, not to control, fostering a spirit that is invitational rather than judgmental.

Our church community reflects meaningful diversity, bringing together individuals from a variety of ethnic, cultural, and personal backgrounds. We value this richness and the perspectives it brings to our shared life and ministry.

FCCC is also marked by generosity. The congregation faithfully supports a benevolence ministry through the Love Fund and participates in special mission offerings of the United Church of Christ. In addition, the church provides quarterly financial support to selected missionaries and mission organizations, extending our care beyond our local community.

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

Since we have an older English speaking congregation, we need to strengthen our visitation of the sick and infirmed. However this is difficult for our parishioners and are looking to our new minister to spend much of their time doing this. Also, increasing our youth population as our current community is aging.

What worship is like when our congregation gathers.

Worship takes place primarily in the Sanctuary. It includes a sermon, testimony, prayer, song, and offering. Baptism includes prayer. It can either be done in the Sanctuary by sprinkling or in the ocean or outside of our sanctuary by emersion. Good preaching is not about eloquent speech. It has to touch the heart. It's less important to have a polished sermon than to hear the Word in a genuine way from someone who walks the walk and practices what is preached. If what they're preaching isn't reflected in their everyday actions, you can tell. We need to see the fruit of what a pastor is preaching in his life. When preaching comes from a pastor's heart, it will have a strong impact on the members of the congregation.

The educational program/faith formation vision of our church.

Our church has a Children's Sunday School program for children preschool through 12th grade, as well as adult Bible study groups for individuals aged 18 and older. The goal of our Children's Sunday School is to help children know Jesus Christ and develop a personal relationship with Him.

Our Adult Bible Study Groups aim to deepen participants' understanding of God's Word, enhance their spiritual lives, build a Christ-centered community, and live out the gospel together. For our children's classes on Sundays -- Preschool, K-2nd grade, 3-5th grade, 6 -12th grade and Friday night: Preschool, K-5th grade, young adults.

The adult Bible study groups are conducted in two different languages. English: Sunday Adults Bible Study, Tuesday Morning, Friday: Forever Young Ministry and Saturday: Women's Bible Study. Chinese (Mandarin) Sunday: Core Courses for New Believers, Thursday: Cedar Fellowship, Friday: Adults Bible study group; Joshua Fellowship; Saturday: Sisters Fellowship

How our congregation is organized for ministry and mission.

The most important decisions are made by the Board, which is a combination of English and Mandarin members. The Board is comprised of Executive Officers: Chair, Vice-Chair, Treasurer, Assistant Treasurer, Secretary, and Assistant Secretary. There are standing committees of WIFE (Worship, Instruction, Fellowship, and Evangelism). Each of these committees has two Chairs who serve on the Board. The Worship Committee handles music, assigns greeters, ushers, and lay readers. The Instruction Committee oversees Sunday School and other classes. The Fellowship Committee handles Love Feast meal once a month. The Evangelism Committee manages Missions collections and disbursements. There is also the Administration Committee who manages personnel and contract related issues. The Buildings & Grounds Committee handles maintenance, safety, and capital improvements. The Finance Committee is led by the Treasurer and handles investments, financial reporting, and accounting-related issues. There are Ad Hoc committees as the need arises like the Long Range. Each committee has a mix of English and Mandarin-speaking church members with the chairs and co-chairs coming from each different congregation.

When it comes to decision-making, 45 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...

Two years ago someone fell on the church premises. Fortunately there were people around to call 911. The church office helped by bringing first aid items. Everyone present helped support the fallen person until an ambulance arrived. The person who fell was contacted afterwards and prayed for. A ride home from the hospital was provided. In and after critical situations, relevant committee chairs will often work together to keep everyone safe and informed. They will discuss the scenario afterwards and work with appropriate committees to prevent future crises. In many situations such as this one, church members themselves demonstrate leadership. We are a strong, congregational church that respects our Board members but also encourages initiative and leadership among church members.

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

[Download Organizational Structure - Google Sheets.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 First Chinese Church 11 yr Rept.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	323
NUMBER OF ACTIVE NON-MEMBERS:	313
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	636

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	65%
LESS THAN 10, MORE THAN 5 YEARS:	14%
LESS THAN 5 YEARS:	21%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	27
12-17	31
18-24	9
25-34	41
35-44	27
45-54	64
55-64	72
65-74	101
75+	264

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:	9%
COLLEGE:	38%
GRADUATE SCHOOL:	40%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL: less than high sch.	3%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	45%
ADULTS WHO ARE RETIRED:	50%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

The congregation includes individuals across a broad professional spectrum, ranging from established professionals to service industry workers, with a significant number employed in the restaurant sector.

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

The majority of members are of Chinese descent, with additional representation from diverse ethnic backgrounds, including Filipino, Native-Hawaiian, and Caucasian communities.

What diversity means in our context?

There are two different Worship services each Sunday for those whose primary language is Mandarin and those whose primary language is English. There are also cultural differences among each of the two congregations. For example, some Mandarin-speaking members come from Taiwan while others come from China. Diversity is about the presence, participation, and inclusion of different cultural perspectives within the life of the church. It is expressed through shared leadership, mutual respect, and an openness to learning from one another's traditions and experiences.

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)	15	Instruction Committee
Baptisms (number last year)	2	Pastors
Children's Groups or Classes	36	Instruction Committee
Christmas Eve and Easter Worship	350	Worship Committee
Church-wide Meals	300	Fellowship Committee
Choirs and Music Groups	35	Worship Committee
Church-based Bible Study	30	Instruction Committee
Communion (served how often?)	300	Worship Committee (1st Sun. of each month)
Community Meals	15	Fellowship Committee
Confirmation (number confirmed last year)	0	Pastors
Drama or Dance Program	8	Fellowship Group
Funerals (number last year)	4	Administration Committee
Intergenerational Groups	15	Fellowship Committee
Outdoor Worship	12	Evangelism Committee
Prayer or Meditation Groups	20	Fellowship Group
Retreats	0	Church Board
Weddings (number last year)	1	Administration Committee
Worship (digital / online / livestream)	0	Worship Committee
Young Adult Groups or Classes	0	Instruction Committee
Youth Groups or Classes	0	Instruction Committee

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
8:35 am	120	Worship Committee
10:30 am	94	Worship Committee

Additional comments:

No response

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.

No Response

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

No response

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Chinese Pastor	n/a	full	Administration Committee Chair	1
Office Manager	n/a	full	Administration Committee Chair	10

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

FCCC has many fellowship groups including prayer and Bible Study groups throughout the week, sports groups such as basketball, badminton, volleyball, pickleball, and archery, and recreational fellowships such as Ukulele Ohana. There are many opportunities for people to participate and volunteer. There is a small youth group which we aim to develop into something more organized and consistent. We'd like to develop programs that are responsive to community needs and that reach families. There has recently been discussion about starting an after-school program.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	523241
Gifts Designated for a Specific Purpose	157912
Rentals of Church Building	31194
Misc Credit/Receipts	592
Total	712939

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

1151105

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 2026 Operating Budget- Dec actuals.pdf](#)

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

No response

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)
 Christmas Fund

In what way is OCWM (Basic Support) gathered?

A flat sum is given to OCWM each year from the General Fund. First Chinese Church of Christ in Hawaii intends to be a 5-for5 church in 2026.

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

NaN

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.

No response

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		0	0	
0		0	0	

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

No response

Does your church have an endowment?

No

Other Assets

17200

Reserves (savings):

619285

Investments (other than endowment):

4621824

Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

24000

How is the parsonage used?

The Chinese Minister lives in the parsonage.

Street

1054 S. King St.

City

Honolulu

State

HI

Zip

96814

Finished square footage:

No response

Number of Bedrooms:

3

Number of Bathrooms:

2

Assessed real estate value:

No response

Available for minister residence?

No

Expected minister residence?

No

Condition of structure, systems and appliances

New

Entity in the church responsible for review and needed repairs

Buildings & Grounds Committee

Parsonage pictures

Description of all buildings owned by the church:

There is one campus that contains a Sanctuary, gym, parsonage, and preschool building (3 floors)

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

FCCC's neighbor, Kaiser, allows church members to park in their garage for free on Sundays.

Accessibility features of our building(s):

Accessible parking spaces
Wheelchair access in bathrooms
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

The Sanctuary, the Master's Hall gym and the first floor of Founder's Hall are wheelchair accessible.

Restrooms in the sanctuary is not easy for a wheelchair without assistance and the restrooms on the first floor of Founder's Hall is not assessable.

Policies regarding financial practices of the church:

When people request funds, they complete a Request for Payment form or send a written email request which must be approved by both the Committee Chair involved and the Treasurer. There is a Finance Committee who handles investments and financial procedures.

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

FCCC is financially stable and able to continue its ministry, Praise God. The church does have some financial restraints in light of aging buildings and decreased attendance.

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

The establishment of Hawaii's first Kindergarten/preschool as well as Mills Institute which is currently a part of the Mid Pacific Institute which shaped our church's emphasis on Christian education.

The establishment of the Chinese Hospital when Chinese immigrants were shunned by other Hawaii hospitals in the late 1800s, now the Palolo Home, which shaped our willingness to help those in need.

The establishment of gospel halls in the sugar plantations on Hawaii Island, Maui, and Kaua'i as well here on Oahu which eventually became individual churches.

In the 1980s, we began to work with the newer Chinese immigrants who were coming in from the Beijing area. This led to the beginnings of our Chinese Congregation which has since grown to encompass more than half of our combined congregations, and in the 1990s, we developed the Energetic Gospel Fellowship as an outreach to newer Fujian immigrant youth in Chinatown.

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

In 2025, our church made big capital investment in the church facility update and renovation. The most significant change comes from the fully remodeled personage building. The house was one of the oldest structures on our beautiful church campus. It had been left vacant for a couple of years. After the renovation, it not only beautified the campus, most importantly, our Chinese-speaking pastor moved in with his family. It's a blessing to the church with a live-in pastor.

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 strive as a church to respect and listen to one another and work things through without generating divisiveness. We have experienced conflicts in the past and in the present but try to work them through as we learn from past experiences. We have had members leave the church. Those who have remained continue to feel a strong bond with one another and have seen the congregation become stronger and more unified. There continues to be an emphasis on transparency to ensure that different opinions and ideas are openly shared and addressed. We have become more aware of the need to keep communication lines open. Overall, as we strive to listen and understand each other and practice more of Christ's forgiveness with each other, the church can share the love of Christ in the real living of the faith

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

Members in our church have diverse backgrounds. Our most recent major conflict involved a discussion on church governance. A member introduced a proposal in a manner that is not aligned with church tradition and church governance, and the content of the proposal itself also departed from our constitution and bylaws, prompting careful debate. In the end, the board chose not to adopt the proposal and emphasizes proposal procedure needs to be followed. Walking through this process reaffirmed our unity in honoring our constitution, bylaws, and long-held traditions. It strengthened our shared commitment to making decisions that uphold proper procedure and respect the guiding principles that shape our church.

Ministerial History:

<i>Name:</i> Jonathan LILLEY	<i>Years of service:</i> 3	UCC Standing
<i>Name:</i> Jiale SUN	<i>Years of service:</i> 1	
<i>Name:</i> Howard YOSHIDA	<i>Years of service:</i> 9	UCC Standing
<i>Name:</i> Janice Yukie MORIKAWA	<i>Years of service:</i> 5	UCC Standing
<i>Name:</i> Jia He CHENG	<i>Years of service:</i> 10	
<i>Name:</i> Robert LOVELESS	<i>Years of service:</i> 8	UCC Standing
<i>Name:</i> Margery TERPSTRA	<i>Years of service:</i> 5	UCC Standing
<i>Name:</i> Darryl MATTHEWS	<i>Years of service:</i> 3	
<i>Name:</i> Samuel LING	<i>Years of service:</i> 6	
<i>Name:</i> David CHUN	<i>Years of service:</i> 6	
<i>Name:</i> Kekapa LEE	<i>Years of service:</i> 10	UCC Standing
<i>Name:</i> Yading LEE	<i>Years of service:</i> 3	
<i>Name:</i> Thomas TSEN	<i>Years of service:</i> 6	

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

Our church's relationship with ministers is typically marked by open and honest dialogue. Church members generally feel comfortable sharing their thoughts, perspectives, and concerns, and ministers are encouraged to listen with openness and respect. This spirit of communication helps foster mutual understanding, trust, and a strong sense of community within the church. Our church is best able to form deep relationships with humble leaders who build genuine connections with members. We value leaders who can find common ground with people from a variety of backgrounds and viewpoints.

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.

Many of our members and participants are involved with various community and cultural activities and organizations.

Our church has worked with neighboring churches and Christian organizations to provide for needs of our homeless population.

We started our first Autumnfest last year where we invited our community to come in with fun and entertainment.

We have various outreach ministries where we invite the public to join in with volleyball, pickleball, badminton, archery, Chinese dance, Tai Chi Chuan, ukulele ohana and basketball.

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

We attend UCC workshops and conferences including the annual Aha Mokupuni, Aha Paeaina, and PAAM.

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

We worked with our fellow UCC churches.

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.

Global Mission Church.

Immigrant Welcoming.

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.

We work with Chinese immigrants and help them establish themselves through the Federal Immigration Offices.

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

We gather together with Jude St. Church.

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

We send money quarterly to 10 missions in the USA.

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.

We want our pastor to be involved in the larger community.

The ARDA or MissionInsite Reflection

ARDA/MI File

No response

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

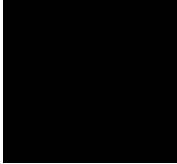
How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

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

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

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

References



☒ Thomas Tsen

Completed: Wednesday, Jul 1, 2026

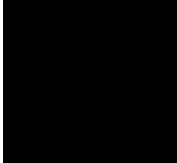
I am a retired Pastor of the UCC Hawaii Conference, who was serving in the First Chinese Church of Christ in Hawaii from 2016 to 2022.

Primary Email Address: thomas_tsen@yahoo.com

Mobile Phone: 18083139925

Reference Response

Now as I am already retired from serving as the Pastor of the First Chinese Church of Christ in Hawaii, I was asked to be named as a reference for the First Chinese Church of Christ in Hawaii profile in the United Church of Christ.



☐ Howard Yoshida

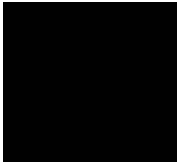
Contacted: Monday, Jun 29, 2026

Personal: (808) 487-8795

Personal: (808) 487-8795

Reference Response

No response



☐ Choo Lak Yeow

Contacted: Tuesday, Jun 30, 2026

Personal: (808) 672-7180

Personal: (808) 672-7180

Reference Response

No response

Closing Prayer

In our lives, Lord,
be glorified, be glorified
In our lives, Lord,
be glorified today.

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.

Pastoral Search and Call Committee

Anna Huang, Philip Huang, Arthur Wong, Charles Petranek, Gloria Young, Tammy Suzuki, Bernard Yuen., Debby Wang, Lili Zhuang, Raymond Poon, Nicole Zhai, Norman Chock

Charles Petranek, **Finance Committee**

Philip Huang, **Administration Committee**

George Chang, **Instruction Committee**

Norman Chock, **Church Historian and Archivist**

Zipporah Fisher, **Church office manager**

Zhenhua Huang, **First Chinese Church of Christ Board**

2. Additional comments for interpreting the profile:

No response

