

Name of Church

Iao United Church of Christ

Address2371 W Vineyard St
Wailuku, HI 96793-1626**Conference:**

Hawai'i

Association:

'Aha O Nā Mokupuni 'O Maui, Moloka'i a Me Lāna'i

Title

Settled Pastor

Start Date

Aug 1, 2026

Description

Settled Pastor

Church Contact Information

(808) 244-7353 (Business)

Listing Information

Web Presences

<https://iaoucc.org/>*Type:* Professional**Additional Formal Ecumenical Affiliations**

Hawai'i Conference UCC

UCC Conference or Association Staff Contact Person**Name:**

Rev. Jonathan Roach

Title:

Associate Conference Minister

Phone:

808.895.8710

Email:

jroach@hcucc.org

Summary Ministry Description

- Create meaningful worship experiences that draw people closer to God and enable them to live out their faith.
- Get to know members on a personal level as well as by name. (Be the shepherd who knows their flock.)
- Provide support for our members who are homebound, in care homes, or hospitalized, with activities/prayers.
- Continue/create programs to attract new and younger members.
- Be an advocate for justice, working alongside our congregation members
- Continue diversity and support the natives of Micronesian culture, as well as supporting Native Hawaiian rights
- Continue to expand LGBTQI+ commitment to the broader community.
- Create a new, safe home for those who seek to reengage with the church.
- Nurture partnership with other denominations.
- Embrace the history of Iao UCC as the first Japanese Christian church on Maui in 1895 and its influence on the culture of diversity and inclusiveness in our ministries.

Church pictures



What we value about living in our area.

We value Maui, Hawaii for its acceptance of diversity, especially as it refers to ethnicity, age, gender, abilities, socioeconomic status and sexual orientation.
We value Maui, Hawaii for the multi-cultural community, their contributions and volunteering of their special talents.

Current size of membership

120

Average in person attendance

77

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?

30

Languages used in ministry

English, some Hawaiian & Kosraean

Position Title

Settled Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

No

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.

No response

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

First:

Strategically creating the future of God's Church.

Second:

Performing necessary and appropriate administrative tasks.

Third:

Integrating theological reflection in teaching, preaching, and ecclesiastical and community leadership, especially using music

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)	50000	☒	☐
Housing Allowance	5000	☐	☒
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 55000			
Pension/Annuity	2000	☐	☒
Social Security and Medicare Offset	4000	☐	☐
Medical/Dental Insurance	0	☐	☒
Life Insurance	0	☐	☒
Disability Insurance	0	☐	☒
Worker's Compensation	1600	☐	☐

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

Our intent is to be flexible with the incoming minister, recognizing that personal situations may enable/determine different allocations of funds between the categories. We anticipate that the base salary will change in concert with candidate education level and experience, with a maximum presented here.

Social Security / Medicare: 6.2% and 1.45% of salary basis

Pension: we match up to 3% of salary basis

Insurance: we have a plan but can discuss if that matches your needs

Worker's Comp: 3% of salary basis

Given that we are below Conference guidelines, we are open to our pastor being bi-vocational and having an additional part time positions.

The expected living situation for our next minister.

Housing allowance 10% of salary

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

NA

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

While this position is full-time, we recognize the possible need for supplemental income. We support this concept but would need outside work to be deconflicted with the primary responsibilities of this position, and be no greater than 10 hours per week.

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

Reimbursement for use of personal vehicle.

Criminal background checks.

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

The Mokupuni (Association) has a Committee on Ministry which provides support to the local church pastor;
UCC Hawaii Conference;
State of Hawaii Services.

Who Is God Calling to Minister with Us?

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

final

Goal #1: Membership. Over three years, increase and retain membership/friends counts.

Goal #2: Increasing Kosraean involvement. Over three years, continue our improving relations with the Kosraean community, yielding one or two members of that community joining our church council each year

Goal #3: Food pantry. Through recognition and support of the food pantry program, increase the congregation and other churches' and service organizations' participation in the program over two years.

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

3 years from now, we hope the minister would be able to continue our development of a truly multicultural congregation in which every people from all walks of life (race, gender, religious beliefs etc.) feel welcomed, yield a congregation engaged in justice, not just a few members, and foster the next generation of leadership.

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

Because of our diversity, the congregation speaks mostly English, but we encourage our next pastor to learn Hawaiian and Micronesian phrases (but not a requirement).

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.

- 1) Exhibiting a spiritual foundation and ongoing spiritual practice, especially using music as part of that foundation.
- 2) Theological Praxis
- 3) Caring for All Creation.
- 4) Working Together for Justice and Mercy
- 5) Strengthening Inter-and Intra-Personal Assets.

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.

We believe in the statement "No matter who you are or where you are on life's journey, you are welcome here." With our existing emphasis on having an extravagant welcome, we feel God is calling us to continue ensuring we are a spiritual home to those who are lost or whom the church has hurt, while simultaneously recognizing the need to support and encourage each other. We pride ourselves as an Open and Affirming Church for the LGBTQIA+ Community and encourage members from that community to participate in the full life of the church. A number of members have made suggestions that

this could be enhanced if we were led and encouraged to be more organized, which might lead to increased integration of groups' activities and enhance our ability to look outwards. God is calling our church members to be courageous in spreading the Good News, gathering and uniting people, reaching out in caring and compassionate ways to all in our community, which would include nurturing the building of community partnerships, as well as with other denominations.

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

Current challenges within our congregation include organizational and technology issues. Continued review and refinement of our bylaws and practices to either match our existing actions or provide vision for desired activities are likely to lead to the opportunity of increased membership and participation of existing membership in the life of the church and beyond. Since COVID, we have had a small but regular following on our virtual presence for worship services, and a technology growth area is making our sanctuary conducive to Zoom meetings to support Association or Conference events. While our food distribution program is now a long-term experiment, we find the need growing beyond our ability to support so see value in creating a plan to modify and improve the program's efficiency.

Congregation Reflections

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

Our mission statement is "We are a people of God, living and sharing the love of Christ and reflecting that love in words and actions." We covenant one with another to seek and respond to the Word and will of God. We purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the church to witness to the Gospel of Jesus Christ in all the world, while worshiping God, and striving for truth, justice and peace. We depend on the Holy Spirit to lead and empower us in honoring the past and cultivating the future. We pray for the coming of the kingdom of God, and we look with faith toward the triumph of righteousness and eternal life.

We are a congregation that cares for its members and its staff, that will make and keep commitments to the larger church, that is not afraid of inter-faith cooperation and dialogue, and that is liberal in welcoming all people into this community of faith because of the love we know in Jesus Christ.

In worship liturgy, we use an expansive description of God without limitation in gender and appearance.

Strengths or positive qualities of our congregation.

The congregation appreciates the intergenerational/ interracial/multicultural, interfaith nature of the congregation and affirms our commitment to youth, immigrants, our denomination and being Open and Affirming (i.e., we welcome members of the LGBTQIA+ Community into the full life and ministry of the congregation--e.g. membership, leadership, employment. We like our flexibility, openness to one another in prayer and fellowship through Aloha Hour, snacks and conversation after the Sunday service, willingness to give financial resources, and willingness to give time and talent (both physically and mentally).

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

As a volunteer-led organization, we strive for a more robust organizational structure where we seamlessly integrate our various groups and communities; however, we are addressing this by our recent update of our bylaws as an enduring document and the creation of the policies and practices manual as a flexible and adaptive document.

Due to our geographic isolation, we do struggle with keeping a settled pastor, which makes it difficult to create a sense of stability and consistency.

We would also like to expand our membership to the young adult and middle age demographics.

What worship is like when our congregation gathers.

Our Sunday services are held in our historical sanctuary; Facebook live and our FM 88.1 radio station. Our lay readers are both youth and adults. In continuing the tradition from our original church, we gather to honor those members who reach the golden years of 80 and 88. We have also included and celebrated those who are fortunate to become centenarians.

A good sermon speaks to all, is nuanced, is relevant to today's current events and social issues, and always touches the hearts of the congregation. This is preached with God at the center of all messages with encouragement as and sensitivity. A good sense of humor is always helpful and welcomed!

The educational program/faith formation vision of our church.

We invite our youth to participate in Sunday services as readers. Monthly youth gatherings are held for socializing and preparing for youth Sundays where the youth lead the entire service on the 5th Sundays. We send youth representatives to the larger Hawaii Conference.

We obtain our curricula through Children's Ministry Deals (CMD). A particular lesson that was meaningful was the story of David and Goliath. The children enjoyed the role playing and appreciate the lesson on how God chooses the least expected (a young shepherd boy) to help the vulnerable.

How our congregation is organized for ministry and mission.

We form voluntary communities and committees to carry out the congregation's mission. They meet based on the volunteers' availability. They report directly to the church council, who meet monthly. Decisions are communicated via monthly newsletter, Sunday announcements, emails and phone tree.

Our vision of growth does cause a struggle but our faith and encouragement of our members stays strong.

When it comes to decision-making, 5 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...

The Lahaina Wildfires (August 8, 2023) has been one of the most consequential events on Maui. When it occurred, the congregation was able to create a plan quickly in an ad hoc matter (eg phone calls and texts) to assist in the recovery efforts. For example, we housed volunteers from the Red Cross and Habitat for Humanity during the first few weeks of initial rebuilding and clean up efforts.

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 2026 Bylaws.docx](#)

[Download 2026 Policies and Practices.docx](#)

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_lao United Church of Christ_2025.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	120
NUMBER OF ACTIVE NON-MEMBERS:	30
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	150

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	80%
LESS THAN 10, MORE THAN 5 YEARS:	10%
LESS THAN 5 YEARS:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	6
12-17	4
18-24	6
25-34	4
35-44	0
45-54	0
55-64	20
65-74	30
75+	30

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	10%
HOUSEHOLDS WITH MINORS:	10%
SINGLE ADULTS AGE 35-65:	25%
JOINT HOUSEHOLDS WITH NO MINORS:	15%
SINGLE ADULTS OVER 65:	40%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	20%
COLLEGE:	30%
GRADUATE SCHOOL:	20%
SPECIALTY TRAINING:	30%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	55%
ADULTS WHO ARE RETIRED:	40%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Our congregation is blessed with members from a wide range of occupations and professional backgrounds. Among us are healthcare workers, landscapers, lawyers, retirees, and many others who contribute their unique skills and experiences to our church family. This diversity enriches our congregation, allowing us to learn from one another, support each other in meaningful ways, and reflect the many gifts that God has given His people.

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

Our congregation is truly a melting pot of ethnicities and cultures, reflecting the diversity of our community. Members come from a variety of ethnic backgrounds, including Japanese, Kosraean, Polynesian, and White heritage, along with others who contribute to the rich cultural fabric of our church family. This blend of backgrounds brings unique perspectives, traditions, and experiences that strengthen our fellowship and deepen our appreciation for one another.

What diversity means in our context?

We represent a variety of cultures. Many of our members are multi-generational Hawaiians, whose heritage is complemented by strong Japanese influences, the perspectives of those who have relocated from the mainland United States, and a vibrant Micronesian community. We find that culture also varies by people's backgrounds, with many coming to the UCC from other faith backgrounds. Our congregation spans all ages, from children in Sunday School to our kūpuna (elders), creating a rich blend of experiences, traditions, and viewpoints.

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
Baptisms (number last year)	3	Minister
Children's Groups or Classes	7	Learning Community
Christmas Eve and Easter Worship	120	Pastor/Worship Community
Church-wide Meals	65	Stewarding/Kosraean Etawi rotating between members
Choirs and Music Groups	4	Volunteer
Communion (served how often?)	77	Pastor/Worship Community
Confirmation (number confirmed last year)	23	Pastor
Funerals (number last year)	2	Pastor/Funeral Community
Outdoor Worship	10	Joint w local churches
Public Advocacy Work	15	Justice & Witnessing
Worship (digital / online / livestream)	111	Worship Community

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10am	107	Pastor/Worship Community

Additional comments:

Our food pantry served an estimated 11,555 families in 2025 which represents both a significant contribution to the community as well as a significant time commitment by numerous people. Of the average 77 participants in attendance on Sundays, 40 are members with the remainder "friends" and an occasional visitor. In addition, our Facebook has up to 70 viewings of our live streamed Sunday service.

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
Kalani Wong	none	School	Chaplain	
Dennis Barger	none	Church	Pastor	

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

Pastor Dennis Barger provides periodic pulpit supply, and currently is leading a weekly ukelele practice session.
Pastor Kalani Wong is currently serving as our bridge pastor. He is an active member of our congregation and will return to that role once done being our bridge pastor.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Admin Asst	No	part	Pastor	hired June 2026

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

Our overall ministry represents both the desire to serve our existing congregation as well as to serve our local community through activism and direct support. Our members, while aging, are highly active in the church and frequently serve multiple roles, which is vital since we only have two paid staff - the minister and an administrative assistant. Over the recent years we have seen an increasing involvement of the Kosraean Community in the church.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	144348
Fundraising Events	1500
Gifts Designated for a Specific Purpose	7500
Rentals of Church Building	40000
Other	2250
Total	195598

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

159410

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 Iao UCC 2026 Budget for Profile.xlsx](#)

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

13

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)
- ☐ One Great Hour of Sharing
- ☐ Strengthen the Church
- ☐ Neighbors in Need
- ☐ Christmas Fund

In what way is OCWM (Basic Support) gathered?

For each of the 5-for-5 offerings, we typically announce the offering multiple times during the month of collection. After the event-specific date, the cumulative giving amount is sent forward. OCWM is an exception in that it is an annual budgeted amount.

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

2

Total amount of loan debt:

95000

Reason for debt:

Major landscaping to create upper parking lot

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

We have just completed a \$9K sidewalk construction project in July 2026 to connect Endo Hall (the church office) to the existing sidewalk which connects the sanctuary and our social hall, Kanda Hall.

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2	Front door/stairs replacement	120000	82000	Successful doors replacement and complete stairs rebuild
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
3	Sanctuary & Endo Hall reroof	125000	0	starting mid 2026
0		0	0	

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

With growing needs to maintain the lao UCC campus to fulfill our ministries, continuing our stewardship through organized capital campaigns is necessary.

Does your church have an endowment?

Yes

What is the market value of the assets?

64294

Are funds drawn as needed, regularly, or under certain circumstances?

Certain circumstances

What is the percentage rate of draw (last year, compared to 5 years ago)?

NA

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

None

At the current rate of draw, how long might the endowment last?

No response

Please comment on the above calculations or estimates:

No response

Other Assets

No response

Reserves (savings):

115598

Investments (other than endowment):

33835

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Sanctuary
Endo Hall - church office
Kanda Hall - community room with large kitchen, bathroom/showers
Watanabe Hall - Iao Preschool
Fujitomo Hall - rental property
Storage shed - yardwork equipment, supplies

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

None

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Closed-captioning on sanctuary screen and/or livestream

Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts

Which spaces are accessible to wheelchairs:

Both the sanctuary and Kanda Hall are wheelchair-accessible, although bathrooms in neither building are ADA-compliant.

Policies regarding financial practices of the church:

By-laws and Policies & Practices docs: Our Financial Committee consists of a Treasurer, Financial Secretary, Assistant Financial Secretary and at least two other members of the congregation. The Treasurer is the primary elected officer of the church responsible for maintaining financial integrity through transparency and financial clarity. The Financial Secretary and Assistant Financial Secretary receive all offerings and financial gifts to the church, pay bills and receive all other revenues according to procedures recommended by the Finance Committee and approved by Church Council.

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

We are a solvent church, but with limited reserves. Our finances reflect the reality of an aging church, but we are still able to maintain a healthy ministry activity. Our preschool is completely self-sufficient funding-wise, and provides a highly needed service to the community.

Historical Information

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

2025: We celebrated our 130th Anniversary, honoring our church's history of welcoming the stranger and outcast and rededicating ourselves to a covenant of extravagant welcome to all.

2019: As the pandemic began, we worked in conjunction with the Maui Food Bank to distribute food to those in need. As the pandemic continued, we developed ways to connect with the members and non-members using technology (e.g., Facebook Live for our services). Both continue to be part of our congregation's mission even when the pandemic was declared over.

2002: We officially became an Open and Affirming Church

2002 Member David Murata began a campaign to reach out to the Micronesian Community, especially the Kosraean Community, to be active members of the church. Because of his hard work and dedication, the Kosraean Community is an integral part of the life our congregation.

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

In 2021, a former employee embezzled money from the congregation's financial account. We have worked to become more transparent with members by sharing appropriate information and implementing more financial checks and balances and updating financial procedures in the by-laws and policies and practices. For example, we have one person who documents our finances and another who is only allowed to deposit the money into the bank.

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 value the following: 1) opportunities for members to express themselves; 2) actively striving for inclusiveness; 3) striving to respect differences in opinions; and 4) resolving differences through consensus.

While conflict is inevitable, we maintain civility and strive for inclusiveness to gain the differences of opinions on whatever the issue might be. This is done through our Council meetings, which we regularly announce and welcome members to attend. During these meetings, we give equal time in listening to members' concerns and encourage discussions about the issue. We don't achieve unanimity in our positions but do move forward with a consensus agreement.

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

None

Ministerial History:

Name: Lauren Buck Medeiros

Years of service: 1

UCC Standing

Name: Florentino (Tino) Cordova

Years of service: 5

UCC Standing

Name: Wally Ryan-Kuroiwa

Years of service: 2

UCC Standing

Name: Jack Belsom

Years of service: 23

UCC Standing

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

We are an all-volunteer church. As a result, we struggle with administrative tasks involving our congregation due to our commitments outside of church.

We have learned we need a pastor with strong administrative skills to help us function successfully as a church and to serve ourselves and our community.

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.

We do outreach to the LGBTQIA+ Community by exhibiting a table annually at Maui Pride. We help those struggling with food insecurity through our on-site weekly Food Pantry. We have previously supported A Cup of Cold Water (a mobile outreach ministry in Maui providing water, food, hygiene supplies, and essential support to the island's unsheltered population). We used our sanctuary for the Kiwanis/Keiki Immunization Clinic (providing COVID vaccines free of charge) during the COVID Pandemic. We conducted several Know Your Rights trainings for the Micronesian and immigration communities in collaboration with Roots Reborn. Finally, we exhibit a table at Micronesian community events.

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

Our congregation has actively supported the association and conference settings, with four members currently serving at the association setting. We send local church representatives to the Mokupuni Association (Aha O Na Mokupuni 'O Maui, Moloka'i a Me Lana'i, formerly known as the Tri Island Association), the UCC General Hawaii Conference, as well as General Synod.

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

Our church actively engages with community organizing movements by partnering with local organizations that advocate for justice, inclusion, and the well-being of our community. Members participate in and support efforts related to immigrant rights, LGBTQ+ rights, environmental stewardship, civil rights, affordable housing, and social equity. We work alongside groups such as Maui Indivisible and Shine Your Light, and we encourage congregants to take part in educational events, public advocacy, and community service projects.

Our commitment to community engagement extends through long standing partnerships with organizations such as Habitat for Humanity, Alcoholics Anonymous, Al-Anon, and other local service agencies. We also support national and international ministries through programs like One Great Hour of Sharing, which provides clean water, food, education, health care, refugee assistance, micro-credit programs, and disaster relief.

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.

Creation Justice.
Economic Justice.
Just Peace.
Global Mission Church.
Open and Affirming (ONA).
Designations from other denominations.

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 church is diligently active in community advocacy and service. While we are well engaged in our community, we welcome fresh ideas and new opportunities for involvement that a new minister might bring.

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

Our congregation values ecumenical and interfaith relationships and regularly collaborates with other faith communities. Most recently, we hosted an ecumenical and interfaith Lenten Wednesday evening service featuring clergy from Roman Catholic, Episcopal, Lutheran, and UCC congregations, with participation open to all. We have also partnered with Catholic and Buddhist churches for Blue Christmas services. Our previous pastor was an active member of the Interfaith Alliance of Maui, which provided opportunities for our congregation to participate in advocacy efforts, including delivering a letter to Home Depot management in support of protecting our immigrant neighbors. In addition, members of our congregation are active in the Mokupuni and other local ecumenical organizations.

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

Our Mission Statement, "We are a people of God, living and sharing the love of Christ, and reflecting that love in word and actions," guides everything we do. Whether through worship, youth programs, potlucks, community outreach, the county fair, pride events, parades, or service projects, we seek to embody our mission in both our gathered life and our engagement with the wider community.

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.

As a primary focus, we expect our next pastor to be highly engaged in the life of the church family, especially in leadership and administrative responsibilities. Secondly, we hope our pastor will engage with the wider community, building relationships with local organizations and leaders in ways that reflect our mission.

The pastor's responsibilities include leading worship and Bible studies, providing pastoral care, and being attentive and sensitive to the needs of both the congregation and the community.

We value the pastor's time and view ministry as a partnership. While we do not expect our pastor to participate in every activity, we hope they will communicate opportunities for engagement and encourage the congregation's involvement.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA report.pdf](#)

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

Many of the younger generation are moving off island due to cost of living. We need to engage in affordable housing by participating in discussion and efforts to move on this issue so that our local people can once again afford to stay on island.

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.

As a church that has descendants from the original 1895 church, we have become a diverse congregation with Japanese, Chinese, Anglo and now Micronesian. Our congregation roughly mirrors the racial demographics, less Filipinos (which are largely Catholic).

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

It is an 'all in' approach when it comes to understanding each other's cultures and expectations. We often start our service with the lao UCC motto: "No matter who you are or where you are on life's journey, you are welcome here."

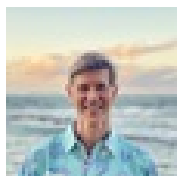
What we hear when we talk to community leaders and ask them what our church is known for.

How welcoming this congregation is to everyone, how engaged we have been over the years with the community, and how courageous we are when it comes to standing up for what we believe in as people of God.

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

Flying the pride flag on our church sign, brought in many of the allies, who became members. Many who have seen the church in action out in our community, have wanted to participate with the church and have become 'friends of the church' **if not members**. Inclusiveness of diverse faith. Acceptance of all people of God.

References



☒ M Scott Landis

Completed: Thursday, Jun 18, 2026

Retired UCC Minister. Have supply preached and attended services at lao UCC on many occasions.

Email Address: slandis1955@gmail.com

Personal: 8085001272

Personal Cell: 8085001272

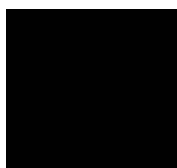
Mobile Phone: 8085001272

Reference Response

lao is a leader on Maui demonstrated by being the first to declare itself an Open and Affirming congregation, being on the forefront of social justice issues, and intentional about all facets of diversity.

lao has demonstrated repeatedly its desire to "walk the talk," not only by proclaiming Jesus' values in your worship and fellowship programs, but also by taking holy love into the streets ministering to those in need. Your simply yet powerful message, "All are welcome here," is lived out in word and deed.

lao is well-positioned theologically and geographically to effect positive change to the broader community and to all who are blessed to worship among you. You have demonstrated this repeatedly in dealing with the variety of challenges you have faced. The hope and resilience embodied by lao members is captivating and offers a shining example of Jesus' call to service



☒ Roxanne Whitelight

Completed: Saturday, Jun 20, 2026

I have served lao UCC as a pulpit supply pastor since 2020. I also have co-led many services with their former called Pastors.

Primary Email Address: pastorroxanne20@gmail.com

Mobile Phone: 3609534963

Reference Response

There are two specific areas of strength that I would like to highlight:

*** Commitment social justice.**

lao UCC was the first congregation to declare itself Open and Affirming on Maui.

lao has a thriving food pantry that continued to operate safely even during the pandemic.

lao is a partner to several Micronesian communities and they participate regularly in worship.

lao UCC was among the first churches on Maui to host the safe-spaces training in the current immigration crisis and they were active participants in local rally's for Immigrant justice.

***Ownership, loyalty, and commitment to the mission and ministry.**

M. Members of the often spend one or more days being active at the church.

The church has weathered prejudice toward Japanese Americans, before, during, and after WWII.

The church are active in their ministry and care for each other.

R Roxanne WhiteLight, DMin

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☒ Robb Kojima

Completed: Friday, Jul 10, 2026

Pastor of Neighboring UCC church for 33 years. 2 block away.

We have worked together, shared pulpits and shared resources and members over the years.

Primary Email Address: robbkojima@icloud.com

Personal Cell: 8082830147

Reference Response

none

Closing Prayer

1 Samuel Chapter 3: 10 - 11: Now the Lord came and stood there, calling as before, "Samuel! Samuel!" And Samuel said, "Speak, for your servant is listening." Then the Lord said to Samuel, "See, I am about to do something in Israel that will make both ears of anyone who hears of it tingle.

We are an Opening and Affirming church who believe God is still speaking to us. We welcome those others have forsaken. Just as God has chosen Samuel—who was just a child when he was called—we believe that God will act through those who are least expected, and that is why we welcome all to our community.

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.

Search Committee

Cheryl Matsui

Gerald Montano - Chair

Bryn Turner - Secretary

Liliola Vehikite

Youlida Yoruw

2. Additional comments for interpreting the profile:

No response

