



Name of Church

Waikeola Congregational Church UCC

Address

4705 Kilauea Ave
Honolulu, HI 96816-5313

Conference:

Hawai'i

Association:

O'ahu Association

Title

Settled Pastor

Start Date

Feb 1, 2026

Description

Settled Pastor and Teacher

Church Contact Information

(808) 737-0541 (Business)

Listing Information

Web Presences

<https://www.waikeola.org/>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Jonathan Roach

Title:

Associate Conference Minister, Hawai'i Conference, United Church of Christ

Phone:

808.895.8710

Email:

Jroach@hcucc.org

Summary Ministry Description

For nearly seventy years, our church has sought to be a faithful presence in Honolulu through worship, fellowship, service and care for our community, within and beyond the church. Like many mainline congregations, we experienced strong growth during the postwar decades and gradual decline over the last two generations, with the Covid pandemic accelerating existing trends. We seek a settled, full time pastor for our "smaller and seasoned" congregation, yet one that remains active, generous, caring and committed to one another and to the ministry of the church.

We value traditional worship, stimulating messages based on Scripture, prayer and the life of Christian community. Members may express their faith in simple and varied ways, but we share a desire to follow Jesus faithfully and to support one another through the challenges and joys of life. Ours is a congregation where people know and care for one another deeply.

One of our greatest connections to the community is our long-established preschool, which continues to serve nearly one hundred children and families from Honolulu each year. While the preschool has not translated into sustained church growth, it remains an important ministry and a sign of continuing opportunity for engagement with younger families and the wider community. We also have a toddler program and have offered Friday night Awana family programs, both which are transitioning to programs held during Preschool hours.

We are not looking for someone to recreate the church of decades past or to offer quick fixes for challenges facing congregations everywhere. Rather, we seek a pastor who will faithfully shepherd a smaller congregation while helping us thoughtfully explore new possibilities for ministry, connection and outreach. We look for leadership that combines compassion, spiritual depth, openness to new ideas and a willingness to walk alongside us as we discern what God is calling us to become in this next chapter of our life together.

Church pictures



What we value about living in our area.

Over the past century the Waialae-Kahala area evolved from country farms and scrub land to a community encompassing a wide range of socioeconomic, ethnic, and cultural backgrounds. Today homes stretch from the blue ocean to the green mountains, from those with older historic charm to newer upscale communities.

We are fortunate to live in a diverse, quiet, and family-friendly residential area with a strong sense of community.

Waikeola Church is convenient to the main freeway, minutes away to downtown financial hub and government centers, the University of Hawaii, and well regarded public and private schools. Several shopping, cultural, and recreational areas are nearby. Although there is a small mall across the street, the setting is quiet and serene, with large trees shading the streets. Several bus lines pass Waikeola.

Waikeola Church faces a mall at an intersection. Drivers leaving the mall wait at a traffic light seeing our church directly across the street. They see it but don't see it. It is such a fixture that neighbors will call and ask about possible memorial services or weddings.

Over centuries indigenous Hawaiians have developed deep relationships with their surroundings. From the mountains to the oceans, the "aina", or land, is their market, medicine basket, and their spiritual foundation. Our residents feel a similar closeness to nature. It is a joy to embrace the cooling tradewinds, blue sky, green mountains and bountiful ocean. It is a place to call home.

Current size of membership

192

Average in person attendance

45

Does your church hold virtual worship services?

Yes

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

Video Hosting Platform

On average, how many views are received per service?

0

Languages used in ministry

English

Position Title

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.

No response

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

First:

- **Pastoral Care and Relational Skills:** The next minister will provide caring and compassionate pastoral support to people of all ages throughout our multicultural community. That person should be approachable, responsive to the congregation's changing needs, and ready to build relationships through personal connection and visitation to the sick, shut ins, or those otherwise in need.

•

- Being a good listener is important as well as responding in a thoughtful and sensitive manner.

Second:

Biblical Knowledge and Teaching: Demonstrate foundational knowledge of deep understanding of scripture and biblical analysis, able to deliver thought provoking, insightful sermons, and provide effective spiritual teaching beyond the pulpit through discussion or bible study. Work with the worship committee in developing the order of worship.

Seminary or equivalent training would demonstrate deep knowledge of the Bible, its history, and the development of Christianity.

Third:

Leadership and Vision: We seek a Spirit-led pastor who not only guides but also inspires us to grow deeper in our walk with God. We are looking strong and compassionate leadership capabilities, including the ability to provide spiritual guidance and communication with staff and congregation, and articulate a clear vision for the church's ministry now and into the future. Will collaborate with staff and volunteers to activate and energize discipleship and pastoral care ministries and programs.

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)	60000	☒	☐
Housing Allowance	36000	☒	☐
Any Experiential Difference (Related to years of experience)	0	☒	☐
Salary Basis: 96000			
Pension/Annuity	13440	☐	☐
Social Security and Medicare Offset	7344	☐	☐
Medical/Dental Insurance	11583	☒	☐
Life Insurance	0	☐	☐
Disability Insurance	0	☐	☐
Worker's Compensation	0	☐	☐

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

We will likely add on a car allowance and an allowance for professional expenses.

The expected living situation for our next minister.

live nearby with a housing allowance

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

No response

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

No response

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

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

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

The area UCC ministers meet monthly, and in the past here has been informal support and networking groups.

Who Is God Calling to Minister with Us?

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

Strengthen relations in the community.

Servant leadership model.

Improve church communications.

Coordinate Bible study groups.

Very social and outgoing personality.

Growth and Spiritual development: Grow the church by developing programs that engage families of all ages to encourage continued participation and involvement. Inspire spiritual growth through thoughtful, challenging worship messages, discussion, and coordination of Bible study groups.

Strengthen Community and Preschool relations: Strengthen engagement with the broader community and build closer connections between the church congregation and families with children who attend our Preschool or other affiliated programs but are unchurched.

Leadership and Organizational Alignment: Collaborate on a strategic plan and promote smooth operations through strong coordination among the pastor, council, staff, preschool, and congregation.

Adaptable Ministry and Open Conversation: Be open to evaluating and adjusting current worship formats based on member input, while remaining sensitive to those who value tradition. Be able to discuss any issues that could advance the church's mission.

Pastoral Care and Visitation: Pastoral calls are important for a congregation with many seniors. Develop a compassionate visitation or contact plan for members who are sick or homebound.

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

Community Presence and Outreach: Raise awareness of Waikeola and its mission by engaging and serving its community through a dynamic outreach program.

Bridge-Building and Communication: Identify new opportunities for outreach and engagement, utilizing public relations to raise awareness including current tools like social media or other communication tools. Help network with area churches to help explore partnerships on certain activities.

Empowering Ministry: fostering a culture where members are empowered and energized as disciples to carry the church's mission and impact into the world through their daily actions.

Supportive Listening: a leader who practices active respectful listening to better understand the needs of the congregation and our neighbors to facilitate meaningful change.

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

Hawaii has a specific culture that the next pastor should be sensitive to. Interactions are grounded in humility and respect, fostering community. While the "aloha spirit" can infer friendliness, it also implies kindness, agreeableness, patience and harmony.

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.

Engaging Sacred Stories and Traditions: Demonstrating deep knowledge and understanding of the bible, and teaching its nuances to the congregation through thought provoking worship messages and discussion.

Strengthening Inter- and Intra- Personal Assets: Exhibiting strong moral character and personal integrity; understanding and ministering to stages of human development across the life span; Demonstrating excellent communication skills.

Participating in Theological Praxis: Building Transformational Leadership Skills; Experiencing and appreciating a variety of theological perspectives; Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.

Building Transformational Leadership Skills: Encouraging leadership development of self and others through continuing education and lifelong learning.

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 seek to become a church retaining our warm, friendly, familial atmosphere but able to experience spiritual growth through dynamic worship services with uplifting music, stimulating messages, and deep thought and prayer. We seek to strengthen our faith through an authentic Bible based relationship with God.

We would like to reinvigorate our small group and Bible studies programs and explore other ways to grow our individual and collective faith within Waikeola and through relationships with other churches. We seek to become a church that lives the Bible through active outreach programs to our community, and also ministers to those within our church family in need of visitation and pastoral care.

Our vision statement, "Where God's Living water flows in vital faith and vibrant fellowship", created in 2002, is a reflection on our biblically based name, meaning "Water of Life", in the Hawaiian language. It remains an apt vision statement for us.

Like many churches with an aging congregation, we seek to develop ministries for younger families while balancing cherished traditions with new approaches that appeal to younger generations. All this and retaining the fun times we enjoy and the love we share with God's many blessings and teachings.

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

Besides our Preschool and Mom's Time Off, we have had two Friday evening programs for Children in the last 10 years, Awana until 2019 and Fx3 which stopped in 2025 with our last settled minister. We have seen some long term fruit, with a few former participants, now approaching adulthood, who retained cherished memories of those Friday nights and have returned.

Similarly, our Preschool Director recently reported receiving increased enrollment inquiries, including from Waikeola alumni eager to enroll their own children. While most of our Preschool families usually move on once their children graduate, we are starting Awana again at the Preschool level, during campus hours in hopes of engaging the Children and witnessing to them the power of God's love.

Twenty five years ago, Waikeola started strategic planning meetings. This began with a strategic retreat in 2002, which produced the vision statement "Where God's Living Water Flows in Vital Faith and Vibrant Fellowship," and culminated in the 2014 Waikeola Strategic Outlook and Five-Year Plan, "New Beginnings." That listed four short listed goals, Spiritual member growth, Greater Congregational Unity, Ministry to Young Couples and Families, Welcoming and Inviting Church, with the center being Membership Growth and Development.

The long list of proposed strategies included creating vibrant worship experiences; encouraging more quiet time with God; offering classes for all ages; creating family aimed activities, pairing new members with mentors; modeling spiritual leadership; hosting speakers on topics that benefit the community; partnering with other churches on activities; expanding small groups and Bible studies; and following up with visitors the next day. Running with any of these ideas would be beneficial to any participant.

Congregation Reflections

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

Waikeola Church's Bylaws' Polity acknowledges Jesus Christ as its head and finds in the Holy Scriptures "guidance in matters of faith and discipline."

Then our Statement of Faith and Covenant states our Believe in God, the Eternal Spirit, who is made known to us through His son Jesus Christ, and belief in the divine inspiration and authority of the Holy Bible." (Adapted from the Statement of Faith, United Church of Christ, 1959)

Faith at Waikeola centers on our Sunday Morning worship service. We start with a centering statement, scripture, prayer, and Passing of the Peace of Christ. After Communion, we repeat Waikeola's Covenant where we place our lives in God's hands and strive to embody the example of Christ. (Waikeola's Statement of Covenant)

Beyond Church, we call on God through prayer individually, or through our Prayer Team. We celebrate the warmth of discipleship and caring for our church family and our community.

Our God is the God of the Old Testament, "Our Lord is merciful and compassionate, slow to get angry and filled with Unfailing love". (Psalm 145:8) but is also God the Father of Jesus of the New Testament. God moves through us and fills us with hope and peace.

Strengths or positive qualities of our congregation.

Community and Fellowship: Members value the sense of belonging, family-oriented, friendly atmosphere

Spiritual Growth and Worship: Attendees seek spiritual appreciation and growth through engagement, scholarly, challenging, and thoughtful sermons, the music program, and meaningful worship services

Service and Engagement: There is emphasis on active participation including volunteering, and supporting community outreach programs

Church Atmosphere: The congregation appreciates the welcoming, friendly, and kind environment,

We are active, concerned and involved in our community, fellowship is warm and welcoming and in terms of stewardship the church is generous and self-sacrificing. Our greatest strengths from which we can continue to build include our location and facilities; our warm, friendly and dedicated members; and our leadership.

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

Administration: There have been instances where Waikeola should be more thorough in performing certain administrative tasks, and having the vision and energy to keep practices timely

Interpersonal Development: Improving communication skills and strengthening relationships between all members and congregants. Clear communication on all matters is vital and needs to improve.

Pastoral Leadership: Seeking a pastor with good leadership qualities, is sensitive to the needs of the congregation, and basically is a good Shepard

Growing the Church: Developing a spirit led example can inspire growth. Leveraging the preschool as a primary ministry provides an opportunity to welcome and lead unchurched families to Waiokeola as a church home. Having vibrant church programs can attract and inspire participants and families to stay connected to Waiokeola.

Clear expectations: The church needs to recognize that in order to effect change, the congregation should be willing to evolve itself. One minister can inspire, but the church would benefit by being open to growth and flexible to accept new ideas.

What worship is like when our congregation gathers.

We hold one Sunday morning traditional worship service, with monthly Communion on the first Sunday. Communion is open to all. Sermons are inspired by the Revised Common Lectionary cycle and are much appreciated when thoughtful and inciteful. Music plays an important part of the worship service, with traditional or contemporary worship music with piano or organ. Other forms of music is also sought after.

Waiokeola centers on our Sunday Morning worship service. We start with a centering statement, scripture, prayer, and Passing of the Peace of Christ. After Communion, we repeat Waiokeola's Covenant where we place our lives in God's hands and strive to embody the example of Christ. (Waiokeola's Statement of Covenant). Our Youth participate in reading the scriptures on certain Sundays.

The congregation appreciate a message that is challenging, illuminating, thoughtful, and intellectually stimulating.

Special services include a memorial candle-lighting remembrance for departed members of the Waiokeola family; dedication of our Christian Education teachers and preschool staff at the school year start; and the commissioning and blessing of the Council and special committees for their tasks.

The educational program/faith formation vision of our church.

Waiokeola Church has educational opportunities available for children from toddlers through high school. Children start in worship during Sunday Services; after the children's time they depart mid service for Sunday School. We have some dedicated high school youth who monthly participate as lay readers during worship. Waiokeola Preschool and Mom's Time Off families are invited to church for dedication of their teachers or other Christian Education activities to bring families to church. Weekly chapel is held during Preschool. We have a core of dedicated Sunday School teachers who model sharing their love of God. The Sunday School is small, but leaders have the time to share with each child and get to know them well.

AWANA program: The AWANA program works to develop spiritual strength in children and youth following Jesus Christ through learning the books of the Bible. Awana is a ministry for children Pre-K-5th grade meeting on Friday eves. AWANA is sowing seeds of faith. AWANA is returning after 7 years off, this time for the Preschool

Sunday has post worship "talk back" sessions discussing that day's message with our current minister.,

Our programs are open to all.

How our congregation is organized for ministry and mission.

Per bylaw, Waiokeola's four member executive board and five following ministries chairs form the Church Council: Christian Outreach, Church Administration for finance and facilities, Discipleship for the physical and fellowship needs of the Church family, Worship, and Christian Education. The Nominations committee, Pastoral Relations Committee, Personnel committee and others are not part of the Church Council.

The Minister sits as a non-voting member of the Church Council, as does are relatively newly formed position of Administrative director.

Challenges include, for a small church, addressing services or facilities that are outdated or needing revision, or bringing in new programs with a clear vision and strategic plan considering the number of volunteers from the church.

Communication can be challenging without a clear vision. The Communication committee consists of its elected chair and the vice chairs of the five ministries. The Communication chair is currently vacant. as is most of the vice chair positions. We communicate by e mail blast, mail if needed, the church bulletin that comes with the worship program, and verbal announcements during worship.

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...

Leaders of whatever ministry is affected are those who respond. If it is part of the physical campus, the facilities chair, moderator, and administrative staff are involved. We have alerts to notify us if there is a physical problem and staff is gone for the day, so it starts with who is receiving that alarm.

For spiritual or administrative event, the moderator, pastor, administrative staff are involved, as well as consulting with specialists as needed, again depending on what specifically is the problem. The Preschool has its own administration, but is under the Church Christian Education board. Our church is almost 70 years old, with quirks, history, and structural fatigue linked to an old building. The Moderator and Administration Director are working with specialists to upgrade our systems, from the telephone and IT system, to the air conditioning in the Preschool classes, (Preschool would be involved on that)

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 Waiokeola_Bylaws-orig1998.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_Waiokeola Congregational Church UCC _2025.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	66
NUMBER OF ACTIVE NON-MEMBERS:	13
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	79

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	76%
LESS THAN 10, MORE THAN 5 YEARS:	9%
LESS THAN 5 YEARS:	15%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	8
12-17	4
18-24	1
25-34	0
35-44	0
45-54	2
55-64	10
65-74	20
75+	34

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	6%
SINGLE ADULTS AGE 35-65:	3%
JOINT HOUSEHOLDS WITH NO MINORS:	59%
SINGLE ADULTS OVER 65:	32%

ARE THESE NUMBERS ESTIMATES?

No

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	3%
COLLEGE:	44%
GRADUATE SCHOOL:	53%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	24%
ADULTS WHO ARE RETIRED:	65%
ADULTS WHO ARE NOT FULLY EMPLOYED:	11%

ARE THESE NUMBERS ESTIMATES?

No

The range of occupations of working adults in the congregation:

Largely white collar or professional:

With a large percentage in education or education related fields, health, technical, business, or government on the local or federal levels. There are a few business owners and students.

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

Honolulu, Hawaii is considered exceptionally diverse with no distinct racial majority. Ethnically, Waikeola's congregation is largely of Caucasian and Asian decent, the latter a historical reflection of waves of agricultural laborers recruited from China, Japan, and the Philippines in the past 150 years. The rest are a mixture of other minorities including multi ethnic Hawaiians, Polynesians or other Pacific nations, or other racial groups. This is in contrast to the island of Oahu, which has an more ethnically mixed diversity.

What diversity means in our context?

Waikeola has mostly Caucasian and Asians of Chinese and Japanese decent with professional backgrounds. Most are lifelong Hawaii residents with about 30% from outside Hawaii. A few are from other countries. We lack the diversity of the nearby multicultural University of Hawaii.

We have a few gender or disability diverse individuals in our church family.

Members are largely working or retired professionals with bachelors or advanced degrees. We have a few families with children or youth attending church.

Our congregation comes from a wide range of Christian disciplines.

All are welcome.

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)	12	interim or previous Sr. minister
Children's Groups or Classes	8	education Program Coordinator
Christmas Eve and Easter Worship	105	worship team, led by prev. Sr Minister
Church-wide Meals	80	Various church committees
Choirs and Music Groups	8	music director
Church-based Bible Study	0	unknown number lead by prev sr. Minister
Communion (served how often?)	50	usually 1st Sunday/month, led by worship team and acting minister
Community Meals	70	Outreach chair (preparing thanksgiving meals for homeless)
Confirmation (number confirmed last year)	1	minister
Funerals (number last year)	3	minister and church secretary
Intergenerational Groups	30	prev Sr. minister & volunteers
Prayer or Meditation Groups	4	Prayer Team
Worship (digital / online / livestream)	5	worship team
Youth Groups or Classes	6	education Program Coordinator

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:00	45	Minister, music director, and volunteer worship team

Additional comments:

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
Director of Church Administration	Church Council	full	Church council	1 year
Education Program Coordinator/Awana Commaner	Church council	full	Church council	3 years
Music Director	Church council	part	Church council	5 years
PreSchool Director	Church council	full	Church council	1 yr
Pre School secretary	church council	full	PreSchool Director	1 yr
PreSchool Staff (several)	Church Council	full	Preschool Director	various
Interim minister	Church council	part	Church council	6 months
MODERATOR	moderator	vol	Church council	1.5 YRS
church secretary	Church council	full	Directo of Church Administration	6 months
Moms Time Off assistants, (moved to Preschool Sept 2026) (2)	Church council	part	Moms Time Off Coordinator	1 yr
Moms Time Off coordinator-Position eliminated Sept 2026, MTO moved to Preschool (toddler age)	Church council	full	Church council	3 months

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

Our active congregation consist of >50% senior citizens who are retired, and a few families with young children.

We gather mainly on Sundays for worship service and fellowship. Sunday School serves children in and outside of Waikeola families, and preschool has time set aside for demonstrating God's love to our littlest ones. We are active in outreach serving the needy and elderly through programs like foodbank drives, meals on wheels, and hosting programs that benefit the community,. . Additional Bible study, small groups, and other activities would be of benefit to everyone.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	280506
Fundraising Events	1103
Gifts Designated for a Specific Purpose	22174
Preschool Facilities Use	365300
Misc Income	2597
Investment Income	35290
MTO Tuition	37385
Total	744355

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

775056

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 Waikeola2025.pdf](#)

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

24

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?

Requests to congregation

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

5

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.

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.

The last capital campaign was in 2015 to replace the roof of the church.

The previous capital campaign was a redesign of the campus, which built the administration building fronting the street, and moving the church and Preschool offices to this new building in 2004.

Does your church have an endowment?

Yes

What is the market value of the assets?

240407

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

no

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

No response

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

No response

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):

714602

Investments (other than endowment):

26971

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Sanctuary (started 1957) with covered entrance way, and adjoining library, brides (green) room, with a later addition of expanded worship space and a columbarium in the patio.

2 Educational Buildings for Sunday School and Early childhood education classes: A one story with kitchen, and an additional two story building

Fellowship Lanai, used by Church, preschool, and community activities

Admin Building with offices, music, and meeting rooms.

The grounds are surrounded by lawns or landscaping with a central play areas for the preschool and a smaller separate play area for the younger children.

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

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
Large print bulletins
"Quiet room" with worship viewing and listening availability
Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All the spaces except the second floor classrooms used by Waikeola Church are on one level, and wide enough to allow wheelchairs. There are two steps up to the worship center used by those leading the worship plus additional steps to the pulpit and lectern. Some restrooms are large enough to accommodate wheelchairs but do not have the necessary space for a wheelchair to turn around and cannot be designated a handicapped stall by ADA standards.

Policies regarding financial practices of the church:

All financial requests - bill payments - require two signatures who are church council members
Two people count the offering before it is deposited
Council and Congregation approve budgets and financial statements

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

We are fortunate to be able to be able to participate in the 5 for 5 ministry, as well as participate in outreach into our wider community financially and through material donations if possible. There have been several weather related tragic events throughout the year, and our members are able to show God's love in supporting those affected by unfortunate events as well.

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

1956 - 1957: Founding of our church: A New Congregational Church in the growing Waiālae-Kahala Community was founded. After consulting with Hawaiian scholar Mary K Pukui, Waikeola ("Water of Life" in Hawaiian) Church was chosen as its name. Waikeola Church was received into the Oahu Association of the Congregational Christian Churches in 1957.

1960: Founding of the Preschool: Waikeola Preschool opened

2001-2004: Interim period of healing with help from consultation team from the UCC Conference resulting in a blueprint for the revitalization of the church

2020's: COVID Pandemic and the relatively quick departure of Pastor Jonathan Pak. COVID and the dynamics of the effect on the community changed the many churches including ours.

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

Our last settled pastor announced his resignation with a six week notice window in 2025. Waikeola is still dealing with this fallout.

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.

There are different styles of approach to a conflict and Waiokola currently doesn't agree on how to approach conflict. At the administrative level a conflict is mostly kept away from the main congregation. On occasion a consulting mediator has been brought in but any mediation can generate questions of fairness and transparency. Ultimately the result could be hurt feelings, and some members leaving the church.

We have a Pastoral relations committee, where congregants can air their opinions anonymously to the Pastor via the committee, but could be used for much more.

"Hooponopo" refers to a traditional Hawaiian practice of mediation and coming to an understanding lead by a facilitator trained in this method. It would be valuable to use a mediation practice like this or something similar, based on biblical principles such as practicing forgiveness and working towards loving our neighbors through conflict.

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

Our last settled pastor announced his resignation with a six week notice window. Many in our church family were unaware of any conflict leading up to the pastor's resignation, and express that they deserve an explanation. Healing this rift is part of the current navigation as we seek the next settled pastor.

Ministerial History:

<i>Name:</i> Rev. Dr. Brian A. Miller	<i>Years of service:</i> 6	UCC Standing
<i>Name:</i> Rev. Faith Jackson	<i>Years of service:</i> 2	UCC Standing
<i>Name:</i> Rev. SooJane Ho	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Rev. Bruce Tanner	<i>Years of service:</i> 4	UCC Standing
<i>Name:</i> Rev. Frank Chong	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Rev. Wallace Fukunaga	<i>Years of service:</i> 4	UCC Standing
<i>Name:</i> Rev. Frank Chong	<i>Years of service:</i> 1	UCC Standing
<i>Name:</i> Rev. Jonathan Pak	<i>Years of service:</i> 9	UCC Standing
<i>Name:</i> Rev. Christopher Eng	<i>Years of service:</i> 10	UCC Standing
<i>Name:</i> Rev. Wayne Ibarra	<i>Years of service:</i> 1	UCC Standing

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

The congregation may not totally realize this but the expectations of the congregation sometimes are mismatched with what the minister provides. The Minister likely is doing his best, but the congregation seems to be unwilling to accept fully new and different methods. While the congregation states they are ready for change brought on by a new minister, they are wary of new change when presented, and react when their vision of the new minister is mismatched with the actual person.

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.

Waikeola provides facilities for non-church affiliated community groups, including weekly meetings of AA (Alcoholics Anonymous), an acapella singing group, and a karate instruction group.

Additionally, Waikeola provides material and monetary support through its outreach arm for the following groups:

Adult Friends of Youth

Family Programs Hawaii

Good Neighbor Fund
Hawaii Foodbank
Hawaii Meals on Wheels
Hawaiian Humane Society
Help, Understanding, & Group Support
Honolulu Habitat for Humanity
Institute for Human Services, Inc
Maui Foodbank
River of Life Mission
RYSE Youth Thanksgiving
Salvation Army-Hawaii Flood
Salvation Army-Summer Camp
Samaritan Counseling Center
Samaritan's Purse Shoebox
School Supplies Collection
UCC Hawaii Flood
UCC Hawaii Conference (Friends)
UCC Neighbors in Need
UCC One Great Hour of Sharing
UCC Our Church's Wider Mission
UCC Strengthen the Church
UCC The Christmas Fund
UCC Transition House
Waikiki Health- Medical Mobile Unit
Women's Board of Missions
WPS Family Support
YWCA Oahu

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

Our church is a "5 for 5" church. This means we contribute to all five key UCC offerings, supporting both local and global ministries.

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

We stay informed about needs in our local community and abroad and respond accordingly with monetary and material donations as needed.

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.

No response

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

In the past Waiokola hosted Awana for children on Friday nights, a wonderful way to extend the blessings of Waiokeola to our young neighbors. Some members from other area churches are said to have dropped off their children for Awana and attended activities at their own church during that time. We should be open to exploring partnerships with nearby churches for additional large group activities and opportunities to meet other Christians from different denominations.

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

The Waiokeola family love to join together and fellowship in a shared activity or participate in a shared outreach function. Now is a quieter time as we reorder and reflect on what we are called to, and how to best use our resources of time, people, and treasures.

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.

The pastor is free to form his or her own network of support or use that provided by the Hawaii Conference. We look forward to what inspires our pastors and how they will grow spiritually to minister to this church and the greater community, and to support Waiokeola programs that are currently operating. Time spent on developing the pastor's skills and understanding of the God's love and word could only deepen the church's understanding as well.

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.

The ARDA base is outdated, being four years old, from 2022, in the middle of the COVID pandemic. Honolulu dynamics change yearly. Hawaii's numbers are now decreasing due to the economy and after several natural disasters.

Waikeola, in East Honolulu, has little growth. West Honolulu offers newer subdivisions and more affordable homes for families. Urban Honolulu is also seeing condominium projects, appealing to households willing to trade smaller living spaces for shorter commutes.

The international community may be growing, offering opportunities for churches with multilingual services.

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 stated above, Waikeola is mostly senior citizens, of professional backgrounds with at least some college or advanced degrees, and of Caucasian or Asian descent. The island of Oahu is small, only 80 miles across, and other neighborhoods are more diverse in socioeconomic terms, family structure, and ethnic diversity where Polynesian or other ethnic minorities have greater mixed representation. Where 50 years ago this community was loaded with children, now families are found on the other side of Honolulu, where real estate is cheaper.

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

There is a definite need for pastoral care, with an aging congregation. Some of our members are homebound, and do not physically attend church.

There are fewer young families in our neighborhoods, and much conversation asks how we can build a community that would bring these young families to consider Waikeola as their church home.

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

We are known as the church across the street from the Mall, with the preschool, and which until 2025 hosted the one drop off station in East Honolulu during the annual Foodbank Drive. Physically, we are described as the church across from Macy's or the drive-through Starbucks at the mall. We are known for our Preschool which has held an excellent standing in the educational community.

Waikeola is beautifully landscaped with green lawns, tropical flowering trees, on streets lined with large trees.

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

- **Proximity and location:** its convenient location in the Kahala neighborhood, as a local or nearby place of worship.
- **Family and social connections:** Personal relationships, with members joining through family members, friends, or colleagues.
- **Educational programs:** association with the Waikeola Preschool or other programs was a motivation for some families
- **Pastoral outreach and denominational alignment:** some were led to the church through interactions with pastors, attendance at services like weddings or memorials, or looking for a Congregational or UCC-affiliated church.

References

☒ Edward Robinson

Completed: Monday, Sep 21, 2026

The retired Senior Minister of Central Union Church UCC, Honolulu, HI. I have served in an interim clergy at Waikeola Church on three occasions.

Primary Email Address: revtedrobinson@icloud.com

Personal Cell: 8087228179

Reference Response

I have been invited by the chair of the Waikeola Congregational Church UCC to serve as a reference person for their search for new clergy leadership. It is a high honor for me to respond positively to this request.

☒ Gregory Goya

Completed: Monday, Sep 21, 2026

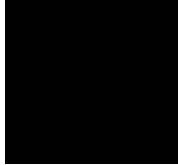
Director of Church Administration
Waikeola Congregational Church

Primary Email Address: greg@waikeola.org

Mobile Phone: (808) 554-7885

Reference Response

Yes



■ Diane Mancini

Contacted: yesterday

Primary Email Address: diane.mancini@waikeola.org

Personal Cell: 2017724872

Reference Response

No response

Closing Prayer

For many years Honolulu has regarded Waikeola as the Neighborhood Church with a Preschool that quietly sits across from the mall.

The vision is for our neighbors to really "see" Waikeola as a center for worship, learning, fellowship, and community.

We seek a minister with the vision to inspire and energize Waikeola's congregation through spiritual and community strengthening. We seek a minister who will help us open our doors to our neighbors into a welcoming Church home.

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.

Waikeola Church Pastoral Search Committee, Waikeola Church Council, Discussions and questionnaires sent to Waikeola's church family

2. Additional comments for interpreting the profile:

No response