



INTERNATIONAL
CHURCH OF OAHU

CHURCH & LEAD PASTOR PROFILE

2026

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To Apply visit INTCHURCH.COM/LP

ABOUT INTERNATIONAL

International Church of Oahu is seeking **a new Lead Pastor** to lead our congregation into its next season of spiritual growth and community impact. After 10 years of dedicated leadership, Pastor Scott Custer is following God's call to overseas missions. He and his wife, Fiona, will be moving to Europe next summer with their four daughters. We honor his service and prayerfully seek the person God is calling to be our next leader.

1

Sunday
Service

35,000

Square Foot
Facility

3

Story Edu.
Building

\$550k

Annual
Budget

160

Avg Sunday
Attendance

6

Staff
Members



Church Campus on Pali Hwy

WHO WE ARE

International Church of Oahu is a vibrant gospel-centered faith family that is celebrating 60 years of fruitful ministry next year. As a growing community of God's people, we want to know and follow Jesus so that we may love and serve Him, our faith ohana, and Oahu! We are affiliated with the Pacific Church Network (part of the Venture Church Network) and are part of The Gospel Coalition network of Hawai'i.

OUR HISTORY

Founded in 1966 as International Baptist Church, by Dr. James Cook, a former missionary in Asia, International has a long legacy of faith, worship, gospel proclamation, and reaching the world for Jesus Christ. Since our founding, God has provided five long-tenured Lead Pastors and we now look forward to our next!

Because of God's immense blessing in the early years, the church was able to buy and build on a property in 1969. Situated in Nu'uuanu Valley and right on the Pali Highway, it is an ideal, centralized campus, just 2.7 miles north of downtown Honolulu. Our facilities include a sanctuary with a capacity of 265 people, a three-story education building with classrooms, nursery, church offices, and two ministry guest rooms. The sanctuary was recently renovated with around \$200,000 invested in updates. By God's grace, we own all facilities and have no debt.



Hula Ministry

Scan to learn
more about
International
Church of
Oahu



OUR SUNDAY GATHERING

Currently, we have one 80-minute worship service on Sundays at 10:30 am. An Adult Sunday Class meets at 9 am. The average in-person attendance is 130 adults and approximately 30 kids. Another 20-30 people usually join via our livestream. The worship style at International is contemporary with a variety of hymns or older praise songs included from time to time. The general vibe for dress on Sundays is aloha casual.



Worship Team

OUR PEOPLE

We are a multi-cultural, multi-ethnic, and multi-generational faith family. The ages of our adult attendees can be split into three same-sized segments of 18-35, 35-55, and 55+. Our people come from all over the island, the United States, and other countries around the Pacific region. Our adult congregation is a mix of long-time and recent Hawaii residents of varied occupations including white-collar, blue-collar, active military, as well as college students, homemakers, and retirees. It's a fairly transient population. We are a tight-knit and relational ohana – warm, welcoming, and community-oriented. After the worship service, it's not unusual for people to “talk story” for over an hour. (And we love sharing meals together!)



No Fright Kids Night



Baptisms at the Beach

OUR COMMUNITY

Honolulu is a vibrant coastal city of natural beauty, where ancient and modern history are significant, and cultural threads are woven together, yet remain distinct. Lush mountains, white sandy beaches, teal waters, and iconic landmarks are home to a diverse population shaped by Native Hawai'iian heritage and experience, plantation immigration and culture, military presence, and diverse ethnicities from across the South Pacific, Asia, and the USA. We live in a uniquely welcoming and multicultural community where life is relaxed and rooted in family and diverse cultural community. In the Islands, “Aloha” is more than a greeting, it's a way of being.



Waikiki & Honolulu

OUR MISSION

Together, we aim to help people
love God, love people,
serve, and engage the world.

Embedded in our mission statement is our discipleship process. It lays out the four marks of a disciple at International Church. Most of our time, energy, and resources are geared toward making these ministries successful and effective for adults, students, and children.

To help people
LOVE GOD
we have
**SUNDAY WORSHIP
SERVICES**

To help people
LOVE PEOPLE
we have
**CONNECTION
GROUPS**

To help people
SERVE
we have
**VARIOUS MINISTRY
TEAMS**

To help people
**ENGAGE THE
WORLD**
we have
**CLASSES &
MISSIONS**

OUR VALUES

1. TRUST GOD'S WORD AS OUR GUIDE (Bible, Gospel)

We love God and trust the good news he has communicated to us through the Bible. We grow in our faith when we explore and obey the principles of Scripture.

2. EXTEND ALOHA (Love, Humility, Kindness, Warmth)

Because God has loved and welcomed us we seek to love and welcome others. We want everyone to know that they are loved and valued by God.

3. LIVE ON MISSION (A Church that Sends and Goes)

God is for us and desires all people in all places to experience the abundant life that he intends for them. That is why we seek to extend the heart and hands of Christ - on Oahu and around the world.

4. DEMONSTRATE COURAGEOUS VULNERABILITY (Real, Authentic, Relational)

We are imperfect, messy people. Instead of hiding our failures and true selves, we share life together in honest, transparent, life-giving relationships. Vulnerability fosters trust and combats shame.

5. GO ABOVE AND BEYOND (Generosity, Care, Hospitality)

We want to be generous people who give freely to God and neighbors. Our time, our abilities, our money, our relationships are God's and we aim to be open-handed stewards of all he has given us.

6. EMBRACE THE VARIETY IN OUR UNITY (Welcome, Focus on the Gospel)

We value and welcome people of all ages and backgrounds. We understand that not all Christians will agree on everything and that's okay. We avoid divisive labels and focus on the faith essentials.

7. TRUST GOD'S WORK (Identity in Christ, The Spirit's Transformation)

Disciples are new creations in Christ. We are now God's children: deeply loved, totally forgiven, and fully accepted. Since God alone saves us, we trust the Holy Spirit to transform and grow people.

OUR LEADERS

STAFF

Scott Custer - Lead Pastor (FT)
Gwen Conway - Ministry Coordinator (PT)
Abigail Dang - Worship Director (PT)
Jenn Lucina - Children's Director (PT)
Rick Tanoue - Custodian (PT)
Kendrah Hardin - Bookkeeper (PT)



Ohana Camp at Bellows

ELDERS

Trevor Brown
Dennis Mendoza
Ben Parks



CHURCH OUT: Our annual Sunday Service Day in the Community



Christmas Trolley Ride



Awana Ministry

DEACONS

James Conway - Facility
Laura DeVilbiss - Missions
Steven Higashi - Men
Belinda Ortega - Women



Imu Pit

OUR LEADERSHIP VALUES

A leader with these traits will thrive in the context and culture of International Church.

COMMITTED

- **Word-Driven** | Look first and foremost to the Bible to lead and feed you
- **Gospel-Centered** | Anchor your life on salvation by grace through faith in Christ
- **Identity in Christ** | Live out your new life in Christ as God's beloved child
- **Personal Growth** | Seek to grow in your relationship with God and follow his commands
- **Discipleship** | Prioritize helping people begin and progress in their faith journey

HUMBLE

- **Others-Centered** | Be gracious, helpful, compassionate, and unifying
- **Teachable** | Be teachable and open to others' ideas and perspectives
- **Truth-Oriented** | Be genuine with people and committed to truth
- **Faithful** | Be faithful and responsible
- **Missional** | Be engaged with people and culture in wise ways

HUNGRY

- **Growth-Minded** | Pursue healthy growth and excellence
- **Disciplined** | Be self-motivated and welcome accountability
- **Intentional** | Foster clarity and commitment
- **Resilient** | Be reliable, flexible, and follow through
- **Goal-Oriented** | Organize plans, recruit people, and delegate tasks to achieve the mission

PEOPLE SMART

- **Emotional Intelligence** | Relate to people with skill, empathy, and wisdom
- **Aloha** | Foster warmth, love, and care in relationships
- **Cultural Awareness** | Notice, celebrate, and adapt to your environment
- **Communication** | Speak and write appropriately, clearly, and timely
- **Teams** | Promote teamwork by being encouraging and supportive

LEAD PASTOR PROFILE

HIGHLY ENGAGED LEADER

This man is a servant leader, humble, collaborative and approachable. He serves alongside staff members who each employ their unique gifts to strengthen the congregation. At the same time, he is the main leader for vision, direction, and decisive action. The Lead Pastor is ultimately responsible for all areas of the life and work of the mission of God expressed through this community.

FAMILY SHEPHERD

The Lead Pastor is the Family Shepherd, serving alongside the Elders, patiently guiding the congregation, investing in individuals, correcting when necessary, and being consistently present in their spiritual journeys. He is humble, listens well, and cares deeply for his flock, giving attention on a group and individual basis, while developing and empowering other spiritual leaders to help care for the flock.

CULTURAL BRIDGE-BUILDER

This man will recognize the challenges of ministering in Hawai'i and embrace the opportunities of reaching people in the community. He has an open heart, cross-cultural skills, and is socially flexible, stretching his comfort zone to connect with people. He and his family enjoy multicultural, urban, and tropical environments.

EXCELLENT TEACHER

As the primary preacher, this man plans the preaching calendar and guides the congregation in studying and applying God's Word to their lives most weeks. The Lead Pastor preaches with excellence in a way that is clear about the text, helpful to the congregation, attracts the lost, and encourages the saved in our culturally diverse community. The Lead Pastor collaborates with the Worship Director to deliver an excellent and biblically faithful worship experience.

MINISTRY & LEADERSHIP DEVELOPER

The Lead Pastor is the chief developer of others, helping them discover and cultivate their unique callings, gifts, and ministry areas. He leads by modeling; serving alongside others in the congregation and the community. He and the Elders ensures emerging leaders are empowered to serve both the congregation and the wider Church. He is someone who can coordinate everyone's gifts and talents for a common purpose. With prayer and creativity, he develops plans for effective discipleship, missions and local outreach.

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PREFERRED QUALIFICATIONS

- Minimum 5 years of successful church ministry experience
- Experience in a supervisory role over ministry staff
- A Masters of Divinity from an accredited institution
- Multicultural ministry experience
- Experience in or an appreciation of local and global missions
- Ideally, the candidate is available to fill the role in or before Spring 2027

The Lead Pastor should be a humble, transparent, and authentic man of God, who walks with people and invests in relationships. He should be prepared to lead a diverse congregation which looks like heaven. International Church has a strong foundation. The new Lead Pastor should be a servant leader, passionate about Jesus Christ, committed to the Bible, skilled in local outreach, and excited about propelling the church into the future by investing in the congregation, the island community, and the next generation.



ABOUT HAWAI'I

To some outsiders, Hawai'i can appear to be a blissful paradise of never-ending summers. Yes, the tropical breezes really are heavenly, the water warm, the beaches beautiful, the food delicious, and the mountains stunning! The Aloha spirit that permeates Hawai'ian culture is a shared blessing for all to experience.

But Hawai'i also has one of the highest costs of living in the nation, skyrocketing housing costs for shrinking spaces, onerous traffic, crumbling infrastructure, and a poor public education system. In addition, Hawai'i is one of the most geographically isolated places on earth and the expensive airfares make connecting with family and friends difficult for people who have relocated here. It is a beautiful place to live, but it also has its share of challenges.

Instead of being discouraged by this, we see this as a great ministry opportunity! The harvest is ripe for the gospel. Opportunities to bless, reach, and connect people with their Maker abound. We are confident that the right candidate will not be deterred by this reality but is prepared to serve God and meet the people of Oahu "where they are at."

LEAD PASTOR JOB DESCRIPTION

POSITION OVERVIEW

This full-time position is directly responsible for the overall leadership, vision, mission, care, and preaching for International Church of Oahu. The Lead Pastor (LP) serves and leads the faith family so that the mission and vision of the church is pursued with passion and intentionality. The LP's primary responsibility is giving oversight and leadership to: preaching and teaching, the staff and elders, mission and vision, and shepherding and pastoral care. The Lead Pastor reports directly to, and is a member of, the Board of Elders.

RESPONSIBILITIES

PREACHING & TEACHING

- Be the primary preacher (around 40 times per year) for our weekly Sunday morning corporate worship services
- Preach sermons that are Bible-based, doctrinally sound, theologically rich, contextually clear, gospel-centered, engaging, and connected to real life
- Oversee guest preachers or other staff preachers so that the congregation receives sound biblical teaching when the LP is not preaching
- Study diligently and remain well-read on areas of biblical commentary, theology, culture, preaching, ministry, family, leadership, and church history
- Prepare teachings throughout the year on relevant topics or needs within the church (evangelism, biblical interpretation, cultural engagement, etc.) that can be delivered Sunday mornings or at other times
- The ongoing study and clear proclamation of God's Word is the LP's highest priority

LEADING STAFF & ELDER TEAMS

- Basic technological proficiency in Microsoft, Adobe, and Planning Center
- Build a staff team with available resources that is unified and skilled to accomplish the mission of the International Church
- Oversee and manage the staff to ensure quality of ministry, goals are achieved, staff are healthy, and culture is consistent
- Recruit, hire, and manage staff, taking into consideration the Elders' counsel
- Lead staff meetings and one-on-ones with staff, as needed
- Evaluate and assess the staff team to consider necessary adjustments, feedback, or additions
- Provide leadership to the staff, setting the tone for ministry, being available for concerns, issues, changes, and feedback
- Provide encouragement and appreciation to staff and leaders on a periodic basis
- Meet regularly with the Elder Board to collaborate and move the ministry of International forward. Most months, this will require a business meeting and shepherd meeting.
- Keep the Elders up to date on life in the church and details they need to be aware of
- Work with the Elder Board to set and manage the proposed budget for the year in line with the mission and vision, which is approved by the members annually

RESPONSIBILITIES (cont.)

PURSUING MISSION & VISION

- Communicate International's mission and vision clearly and passionately
- Lead the church to pursue four core areas of ongoing discipleship: loving God, loving people, serving, and engaging the world, by ensuring that there are:
 - God-glorifying corporate worship services each week that are welcoming to newcomers and edifying to members
 - Healthy connection groups and relevant classes
 - Service opportunities on various Ministry Teams
 - Intentional community engagement and outreach opportunities
- Ask and help answer the question: "What is most important right now?" by setting and pursuing goals for yourself and the staff
- Uphold the ordinances of baptism and communion in the life of the church

SHEPHERDING & PASTORAL CARE

- Ensure that the people of International are known, fed, led, and protected through intentional shepherding by the Elders and leaders
- Set an example of encouragement and care, seeking to build people up
- Maintain and promote the practice of biblical church membership
- Pray for the people, families, and ministries of International diligently
- Spend time each week connecting with the people of International through texts/calls of encouragement, coffee visits, home visits, hospitality in your own home
- Perform weddings, funerals, hospital visits, counseling for the congregation, as needed

PERSONAL RESPONSIBILITIES

While not specifically related to this role, here are some personal responsibilities of everyone on staff at International Church:

- Maintain godly priorities in your life by putting Jesus Christ first, your spouse second (if married), your children third (if applicable), and the ministry fourth in your heart and life
 - Develop and evaluate on a regular basis, your plan to grow in your walk with God and to help you maintain these priorities. A healthy plan will include goals, planned action steps, and specific times for authentic conversations and open accountability with trusted mentors and friends.
- Cultivate humility, teachability, and a personal growth mindset
- Be loyal to the vision, mission, unity, and leadership of International Church
- Be present, engaged, available, loving, and kind to people
- Be present at most key events in the life of the church
- Handle sensitive information with care and confidentiality
- Invest in and invite the lost to know Jesus and come to International Church

SCHEDULE

This is a full-time, salaried position around 45 hours a week, with four days spent on-campus and one day of flexible working location.

BENEFITS SUMMARY

COMPENSATION

- Combined Salary & Housing range is \$95,000 ~ \$130,000
- The Church pays an additional SECA Offset of 8.2837% (\$7,870 ~ \$10,770)
- Additional 5% Retirement contribution to Clergy 403(b) made monthly (\$4,750 ~ \$6,500)

VACATION

- Two weeks of paid vacation during the first year of service at International, three weeks during his second through fifth year, four weeks during year six through twelve, five weeks during year thirteen and following (If the pastor has served for at least ten years in full time ministry prior to coming to International, they begin with three weeks vacation. The maximum annual vacation time is five weeks.)
- One week of unused paid vacation may be carried over to the immediate following year
- Each week of paid vacation includes one Sunday in which the church will be responsible for pulpit supply in cooperation with the Lead Pastor
- All paid vacation time shall be coordinated with the Elder Board
- Attendance at conferences representing the church are not considered as part of paid vacation time

SABBATICAL

- A sabbatical period of three months after six years in the role of Lead Pastor for the purpose of spiritual refreshment
- The Pastor must remain in the role of Lead Pastor at least two years following his time of sabbatical or repay time spent. The year of the three-month Sabbatical, the LP will have two weeks of vacation to be used the rest of the year
- The church will provide \$7,000 to cover reimbursable expenses during the Sabbatical
- Additionally, the church has historically applied for and received a Pastoral Renewal Grant for \$50,000 to cover Sabbatical-related funds for the pastor and church. The church does not control this grant and it may not be received in the future

CONTINUING EDUCATION

- The Senior Pastor will be permitted and encouraged to further his personal and ministry development by attending seminars, conferences, mission trips, and classes with the consent of the Elder Board, depending on timing, frequency, and cost

HEALTH INSURANCE

- Family health insurance will be provided. Changes in the type of insurance policy shall be agreed upon with the Lead Pastor and the Elders, and shall be annually evaluated in light of cost and benefits

HOUSING

- Housing assistance is potentially available for purchasing a home on Oahu

OTHER BENEFITS

- Paternity Leave of three weeks after birth or adoption
- Other reimbursed expenses may be agreed upon (e.g. funding for missions trips, car, phone, gas, computer allowance, books, hospitality, etc.)

To Apply visit
INTCHURCH.COM/LP

OUR STATEMENT OF FAITH

We are committed to believing and teaching the following historic Christian doctrines:

GOD

God is the Creator and sovereign Ruler of the Universe. He is eternally existent in three persons: the Father, the Son, and the Holy Spirit. These three persons are co-equal and are one God. Having limitless knowledge, sovereign power, and infinite love, God has graciously purposed to redeem a people for Himself and to make all things new.

THE BIBLE

The Bible, both Old and New Testaments, is God's Word. Human authors, under the supernatural guidance of the Holy Spirit, wrote it. Because it is God-breathed, the Bible is divinely inspired truth without any mixture of error. It is the supreme source of truth for Christians to believe and live.

GOD THE FATHER

God the Father is an infinite personal Spirit, perfect in holiness, wisdom, power and love. He hears and answers prayer, concerns Himself mercifully in the affairs of humanity, and sovereignly disposes all things according to His own purpose and grace. The Father has orchestrated salvation from sin and death for all who come to Him through faith in Jesus Christ.

JESUS CHRIST

Jesus Christ is God the Son and is co-equal with God the Father and the Holy Spirit and existed from eternity. He was virgin-born, being supernaturally conceived in Mary. He is truly God and truly man. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of humankind by dying on a cross. He rose from the dead after three days to demonstrate His power and victory over sin, Satan, and death. He ascended to the right hand of the Father and will return someday to Earth to reign as King of kings and Lord of lords.

THE HOLY SPIRIT

The Holy Spirit is co-equal with God the Father and the Son, Jesus Christ. One of His roles in the world is to make humans aware of their need for salvation. He also comes to live in every Christian at the moment of salvation. He enables Christians to live with power, understand spiritual truth, and do what is right. He sanctifies Christians, endows each with spiritual gifts, and empowers them to live a godly life under His control.

HUMANITY

People are made in the image of God, to be like Him. God creates us as male and female, equally valuable and good, with different roles and purposes. Because people are made in the image of God, every person has inherent dignity, worth, and tremendous potential for good. However, sin entered the world through the Fall, humanity's willful rebellion against God. Sin leads to death and separation from God. Marred by a sinful nature, all humans live in disobedience to Him and experience many problems in life. We are sinners by nature and choice, alienated from God, and under divine judgment.

SALVATION

Humans need to be saved from the penalty and power of sin. Because God loves us, He provides this salvation as a free gift to us, but we must accept it by faith alone in Jesus Christ. We can never make up for our sin by self-improvement or good works; only through God's saving work in Jesus Christ can we be rescued from God's just judgment, reconciled with him, and spiritually renewed. We are saved when we believe Jesus, as our representative and sinless substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins and arose from the dead. Placing our faith in Christ alone, we receive forgiveness for sin and are raised to new life. Eternal life begins the moment of salvation and is eternally secure in Christ.

THE CHURCH

The true Church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true Church is manifested in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances for the Church, baptism and the Lord's Supper, which visibly and tangibly express what Christ does in and for us. Though they are not the means of salvation, when celebrated by the Church in genuine faith, these ordinances confirm and spiritually nourish the believer.

CHRISTIAN LIVING

God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with love for one another, compassion toward the poor, and justice for the oppressed. We want all people to experience life as God intended. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the good news of Jesus Christ in word and deed.

CHRIST'S RETURN

Christians anticipate the personal, bodily, and glorious return of our Lord Jesus Christ. The second coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service, and energetic engagement in God's mission.

ETERNITY

Though God created people to exist forever, sin introduced death into the human experience. When Jesus returns, God will raise the dead and judge the world. Those who have not accepted God's invitation to believe the gospel by turning away from sin and receiving Jesus Christ will be eternally condemned to hell. Christians will experience perfect union with God and each other forever in the new heaven and the new earth, to the praise of His glorious grace. Amen.

ABOUT THE ORDINANCES

Two ordinances of the church are water baptism and communion with the elements and are considered "non-essentials" regarding our salvation. They are not a part of salvation, nor do they improve our standing with God.

BAPTISM

The moment we become Christians, we are baptized into the body of Christ and this spiritual baptism is totally sufficient for salvation.

Jesus was the spotless Lamb of God and was water baptized by immersion by John to identify himself with sinners. This was the first public event of His ministry. Therefore, in obedience to Christ, we should identify with Him in water baptism as part of our testimony.

COMMUNION

The word communion means, "sharing" or "participating together." Spiritually, this refers to the intimacy of our relationship with Jesus Christ in fellowship and partnership. Communion (the Lord's Supper) celebrates our shared relationship with Jesus Christ. The elements are a reminder of Jesus Christ's death on the cross for our sins and the anticipation of His return. Communion is also a remembrance of the Last Supper and gives believers in Jesus Christ the opportunity to examine their lives. When we celebrate communion together at International Church, each believer can participate with the elements.

International Church of Oahu teaches the necessity of baptism and communion, and provides water baptism by immersion and the Lord's Supper.

ABOUT MARRIAGE & SEXUALITY

While we recognize there are a range of beliefs regarding God's intention for marriage and human sexuality, here is what International teaches regarding these matters.

Marriage is a biblical institution established by God as described in Scripture. We believe that marriage is God's good gift and can only occur between one man and one woman. This church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Therefore, we are committed to preserving these holy unions, viewing divorce as an appropriate solution only in extreme cases. Furthermore, the pastors and elders of this church will not participate in same-sex unions, weddings, or marriages, nor shall this church's property or resources be used for such purposes.

The Bible teaches that legitimate sexual relations are exercised solely within heterosexual marriage between one man and one woman. Hence, this church opposes all forms of sexual immorality outside of those biblical boundaries, including adultery, extramarital sexual behavior, homosexual behavior, polyamory, and pornography.

We believe that God makes humans male or female to reflect His nature and character. Therefore, we hold that all conduct with the intent to adopt a gender other than one's biological sex is immoral and thus a sin. This does not incur any special condemnation because all humans are sinners. However, Christians must remain faithful to God's righteous standards above all others.

While we recognize that following God's sexual ethics will be challenging for many, and exceedingly difficult for some, these standards are nonetheless applicable to all. They have been given to us for our good and God's glory. We are committed to upholding these convictions with grace, compassion, and support for those who struggle.

HOW TO APPLY

If, after prayerfully considering all the information in this packet, you feel led to apply for the position of Lead Pastor at International Church of Oahu, please visit this webpage to get started:

[INTCHURCH.COM/LP](https://intchurch.com/lp)