

## **Strengthening Our Capacity:**

### **WCM's Foundational Goals for the Next Five Years**

By The Rev. Cn. Andrew J. Arakawa, Canon for Ministry Formation

I am grateful to the Iona Collaborative and our diocesan stakeholders for the productive three-hour, 360-degree review of the Waiolaihui'ia Center for Ministry (WCM) on November 7, 2025, which provided a clear vision for WCM over the next five years.

A huge thank you to our stakeholders who helped set our goals, on which we will work. My listing of why they were invited to be a stakeholder is only a small mention of the many different roles each of them plays for their congregations, the diocese, and the wider community.

- Dr. Joseph Eppink (St. Peter's – participant in Insight Space and Licensed Lay Ministry Training through WCM)
- The Rev. Keleawe Hee, PhD (Vicar, Good Samaritan, member of the Standing Committee, and graduate of WCM)
- Mr. Lindy Marzo (Holy Apostles, member of the Commission on Ministry)
- The Rev. Dcn. Mary Margaret Smith (St. Michael and All Angels, graduate of WCM)
- The Rev. Cn. Ha'aheo Guanson, EdD (Retired Clergy, former Dean of WCM, and graduate of WCM)

The three-hour 360-degree review was a key element of our partnership with the Iona Collaborative for the \$125,000 grant from them. This funding will enable us to plan and implement cohort models and curricula that provide culturally contextual support for the formation of leaders in our diocese.

We affirmed our vision and set goals for sustainability and capacity, as well as for communication and alignment, and an innovative mindset.

Our vision:

Waiolaihui'ia Center for Ministry intends to develop TECH's contextually-based curriculum and local formation cohort pipeline for local leadership by adding more local Hawai'i and Kanaka 'Ōiwi voices into the conversation – both lay and ordained, alongside developing support systems for transplants to Hawai'i to ensure their cultural competency and humility in our complex, multi-ethnic community.

Here are our overarching goals for WCM over the next five years.

- Sustainability and capacity
  - We will identify and cultivate multiple sources of income, including participation from our congregations and communities in both giving and planning.
  - We will be sufficiently resourced to pay and support all the human capacity necessary to live into our vision.
- Communication and alignment
  - We will identify assessment priorities and processes and commit to staffing levels that will support these priorities and processes.
  - We will develop ways of communicating both the vision and mission of WCM and the project.
- Innovative mindset
  - We will strengthen institutional capacity and outreach for specialized leadership Development.

Over the next few months, I will formalize a Board of Advisors for WCM and work closely with the Iona Collaborative to establish systems, structures, and set shorter-term goals to help us meet our five-year plan. I am excited about this foundational work, which will directly strengthen leadership and capacity across our diocese for years to come.

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*Growing in Grace – Formation Perspectives* seeks to cultivate a community of lifelong learners as disciples of Christ within our diocese. The articles offer resources, share formation stories, and give updates on the Waiolaihui‘ia Center for Ministry. Please reach out to the Rev. Canon Andrew Arakawa if you have story ideas or resources that can add to this ongoing conversation: [arakawa@episcopalhawaii.org](mailto:arakawa@episcopalhawaii.org).