

RICHMOND PRESBYTERIAN CHURCH

# Congregational Profile

September 2022

*Information for those interested in becoming the Minister of Word and Sacraments  
at Richmond Presbyterian Church, Richmond, British Columbia.*



Prepared by:  
THE SEARCH COMMITTEE

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## Summary

Richmond Presbyterian Church presents a picture of a church committed to Jesus Christ our Lord, growing in him and caring for one another, enjoying a lively Christian community, while seeking to go ‘Deep with God, Wide with the World.’

It’s an exciting and challenging time for us. We seek a minister who will encourage us to be better disciples in Christ, through preaching and equipping. We seek the one who will guide us to be better apostles, helping us bring a meaningful, practical Gospel to our inclusive multicultural church, community, and the world. We are praying for the right leader to move us forward.

The profile below is the blueprint for the gifts and qualities RPC is looking for in our next minister. Please pray with us, and consider whether God is calling you to a ministry at Richmond Presbyterian.

In Christ,

The Search Committee

## The Vacancy

Richmond Presbyterian Church (RPC) is seeking a Minister of Word and Sacraments. The successful candidate will be the congregation's fifth minister, building upon the work of the Rev. Gordon Bastedo (1960-1967), Rev. Dr. Tony Plomp (1968-2004), Rev. Frances Savill (2005-2014) and Rev. Victor S.J. Kim (2016-2022). Rev. Victor Kim's last Sunday at Richmond Presbyterian Church was on June 19, 2022.

Session appointed a Search Committee composed of the following congregational members and adherents:

Marie Bateman

Jannie Burdeti

Mary Hanson

Edward Hung

James Lolong

Steve Norris

Graeme Stager

Janice Suhardja

Mary Zwick

## Contact

Please send inquiries and application to:

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## Mission Statement

In 1992, Richmond Presbyterian Church adopted the following mission statement. It underlies the congregation's goals set out in the ministry plan on the next page.

*We are a diverse people gathered by God's Spirit and by God's grace revealed in Jesus Christ. Through worship, prayer and study, we seek to grow individually and collectively in the knowledge and love of God and into a unity of faith in Jesus Christ. In gratitude for God's love and salvation so freely given through Jesus Christ, we seek to be servants to each other, our community and the world.*

*At Richmond Presbyterian Church, we enjoy being part of The Presbyterian Church in Canada and we seek to be a part of God's whole family, giving joyful witness to our love for God.*

## Vision Statement

In 2007, the congregation adopted the following vision statement.

*God gathers us to grow as Christ's servants sent to each other, our community and the world.*

## Motto

In 2017, the congregation adopted the following motto.

*Deep with God, wide with the world.*

## Strategic Ministry Plan – 4 Pillars

In 2011, each phrase in the Vision statement was unpacked into more specific goals. This was helpful in codifying our thoughts, but we still lacked a process on how to better insure implementation of our vision.

In 2016, church leadership (Session, Board, staff) met offsite to develop a 5-year strategic plan for RPC, with the intent to provide direction to all committees and action teams when forming their annual plans and budgets. Every year at a similar leadership retreat, the strategic plan was to be reviewed and updated if necessary, and our progress assessed against it.

At that first retreat, based on the existing Mission and unpacked Vision Statements, four pillars of our congregational ministry were established:

1. RPC will be a **teaching church**, providing multiple Christian formation opportunities and engaging the community in conversations around what the Church has to say about difficult subjects.
2. RPC will provide **multiple worship opportunities**, at different times and in different styles.
3. RPC will have an intentional and meaningful **ministry to children and youth**, supported by appropriate resources.
4. RPC will **serve the community** through an integrated Asian ministry and finding ways to serve local needs.

Ministries and programs founded on these pillars were to be implemented by considering appropriate staff, training, resources, and age groups.

We have tangibly started down this strategic path with initiatives such as

- contemporary bible studies, elders' book studies
- an on-line mid-week meditation series
- hiring a full-time Director of Educational Ministries
- a weekly community meal

Evolution and realisation of the plan has been sidetracked by pandemic restrictions, and we are looking to re-assess and re-imagine how to “do church” in a changed society.

## Worship Service



Richmond Presbyterian Church offers a blended traditional-contemporary worship service which is also available online live-streamed and recorded. Under Frances Savill, we began two distinct services, contemporary and traditional. But during the major renovation (fall 2014-summer 2015) we had to meet offsite with a single, blended service, and it was decided to retain this format when the building re-opened. We replaced in-person worship with recorded worship during the mandated pandemic gathering restrictions, March 2020-July 2021, and are continuing with both in-person and on-line options.



Our Sunday service begins at 10:00 am. Typically, there are 2 selections from the Book of Praise with organ or piano accompaniment, and 2 praise songs led by the Praise Band. A 12-voice choir frequently supplements worship with an anthem. All music is under the leadership of our Director of Music. Average weekly attendance pre-COVID was 150; post-COVID attendance is around 80 and is slowly growing; on-line views are around 90. In addition to regular Sunday worship, we hold special services on Maundy Thursday, Good Friday, Christmas Eve, and Christmas Day.



Communion is customarily celebrated 5 times annually. Intinction has become our normal practice as a pandemic precaution, but historically elders distributed the elements.

Under the leadership of our Director of Educational Ministries, Faith Formation times are held for children and youth for those present on Sunday morning, with additional on-line sessions following worship. A nursery is available as needed.

Our popular 'Munch and Mingle' fellowship time follows most Sunday services.

## Leadership, Groups, Activities



## Session

There are 12 ruling elders at Richmond Presbyterian Church. Session's regular meetings are held on the evening of the 4<sup>th</sup> Tuesday of the month, sometimes excepting December, July, or August. Extra meetings are held as required, such as responding to changes in pandemic restrictions. We have returned to lifetime service, after some years under a term eldership policy.

The Worship, Communication, Educational Ministries, Outreach, and Care & Fellowship committees are chaired by elders and report to Session. As RPC does not have a Board, there are similarly-structured Finance, Personnel, Use of Facilities, and Church Property & Maintenance committees of Session. Beyond elders' districts, there are no formal visitation programs. Session did make special efforts to keep in contact with the congregation during the months where in-person gatherings were curtailed.

Session administers the Benevolent Fund, which is supported by a retiring collection following communion services and used for emergency assistance to persons in special need within the congregation and community. The Memorial Fund is administered by a committee headed by an elder.

The Rev. Victor Kim started a regular elders' book study, which was very helpful in faith formation and fostering fellowship.

## Committees of Session

### *Terms of Reference from Committees:*

#### **Finance Committee**

The Finance Committee is a standing committee Session. The mandate of the Finance Committee is to assist the Session in fulfilling its oversight responsibilities for financial management and reporting, budgeting, stewardship, internal control and the annual review process. The committee will ensure that all legislative requirements as a federal registered charity are met and maintained.

#### **Church Property and Maintenance Committee**

The Church Property and Maintenance Committee (CPMC) is a standing committee of the Session. The mandate of the CPMC is to oversee and execute the requirements for properly maintaining, repairing and minor upgrading of the church properties. These properties currently include the church and grounds at 7111 No. 2 Road and the Manse and grounds at 4020 Lancelot Drive.

#### **Worship and Communication Committee**

This Committee seeks to facilitate vibrant, meaningful worship, and foster a spirit of stewardship within the congregation. It monitors the flow and logistics of Sunday services, and deals with any issues or suggestions within its mandate (i.e. outside of the purview of Session and minister). The Committee also works with the minister to plan special services, such as Good Friday, Maundy Thursday, Easter, Thanksgiving, and Christmas Eve. It strives to maintain congregational awareness of the joys and disciplines of responsible and responsive stewardship.

The purpose of this Committee is to keep the congregation informed of and engaged in the work of the church. The Communication Committee works in association with the other Committees to carry out and encourage the congregation in supporting our culture of 'mission'. The Committee is responsible for the congregational website as well as various communications media including bulletin boards, newsletter and church sign.

## Educational Ministries Committee

This committee, under the direction of the Director of Educational Ministries, facilitates and provides opportunities for various forms of educational and spiritual development. In so doing, they seek to foster deepening relationships with God alongside engagement with the needs of the world. The committee seeks to facilitate faith formation opportunities for diverse age groups. These include faith formation sessions for children on Sundays, Summer Day Camp, intergenerational activities, maintaining the church library, Bible studies, and studies through partners such as St. Andrew's Hall, and Sanctuary Mental Health Ministries. The committee participated in organizing events around Learning from Indigenous Wisdom, as part of the congregation's commitment to Truth and Reconciliation with our Indigenous communities. The committee recognizes that going **Wide with the World** includes care for creation. Collaboration with community organizations to create a Rain Garden on the church property is one example of such care that the committee has supported.

## Care and Fellowship Committee

This Committee looks after the pastoral care needs of the church family, and provides opportunities to serve each other and God through fellowship. Ongoing activities include weekly Munch and Mingle, welcoming new members, contact with the ill and hospitalized, and recognizing significant birthdays and anniversaries. Events include dinners, RPC Hikers, and Christmas Tea.

## Outreach Committee

This Committee plans and conducts outward-facing ministries.. Activities of this team include:

- Meals on Mondays
- belonging to Safe Arms Richmond Coalition to welcome and settle refugees
- Walking Club
- supporting and promoting Presbyterian World Service and Development (PWS&D) initiatives
- supporting Union Gospel Mission with donations of food, gifts, personal bags, etc.
- donating to the Food Bank

## Newsletter – Beyond Sunday

Our congregational newsletter is entitled Beyond Sunday. The name reflects the heart of RPC reaching beyond Sunday covering all areas of life and ministry. Articles and submissions are gathered from the congregation with feature articles by the minister, and with “Kid’s Spot” section.

## Use of Facilities Committee

The Use of Facilities Committee is a standing committee of the Session. The purpose of the Use of Facilities Committee is to assist the Session in fulfilling its oversight responsibilities for all policy and procedures with respect to all external User Groups that use the church building and property.

## Student Educational and Employment Ministries

Over the years, RPC has hosted a number of student interns from Vancouver School of Theology and Regent College. We have enjoyed getting to know these students and being able to support them on their vocational journey. Annually, with financial assistance from government grants, we hire 2 summer students, typically college-aged, to assist the Director of Educational Ministries with programs including the Summer Day Camp.

## Personnel Committee

The Personnel Committee is a standing committee of the Session. The purpose of the Personnel Committee is to provide oversight/administration of the employment of all non-ordained professional staff (i.e. Music Director, Director of Educational Ministries, and Church Administrator)

## Congregational History

The first Presbyterian worship in Richmond was held in a house in 1861. Two churches and a preaching station were established in succeeding decades. In 1910, the Sea Island Presbyterian Church amalgamated with a neighbouring Vancouver congregation, and in 1925 this South Arm congregation aligned with the United Church of Canada, leaving no Presbyterian presence in Richmond.

In 1958 the Presbytery of Westminster employed a student-for-ministry, Mr. Tony Plomp, to survey Richmond residents. On May 29 1960, a new congregation was constituted with minister the Rev. Gordon Bastedo, appointed by the Board of World Mission. In 1968, the Rev. Tony Plomp was called as minister, retiring in the summer of 2004. The Rev. Frances Savill was called in 2005 and served until being called to a new pastorate in 2014. The Rev. Victor Kim was called in 2015 and served until being called to the office of Principal Clerk in 2022.

With time, the original building was expanded: in 1970, the church hall was added; in 1975, the sanctuary was expanded on the west side; in 1981 the east side of the church was extended.

In 1996, the property immediately to the south of our building came on the market, and we decided to purchase it. It served as a home for some RPC staff, then as a home and office for Hummingbird Ministries, an indigenous healing and reconciliation ministry of the PCC.

During Frances Savill's time, there was a growing sense that we needed to move in a more missional direction. Our building with its ad hoc additions was now an obstacle to the functionality we were seeking. A major renovation project began in the Fall of 2014, funded by a capital campaign and the sale of the next-door property. The congregation returned to its renovated building the following summer, shortly before calling the Rev. Victor Kim.

In addition to the 4 senior ministers, several others have served as either part-time or full-time assistants. These include Dr. Charles Maclean, Dr. William Bell, Rev. Sylvia Cleland, Rev. Jim Walton, and Rev. Judy Lang. Many students from Vancouver School of Theology, Regent College, and other theological schools across Canada and the United States have also served in Richmond Presbyterian Church as part of their theological training program.

Interim Moderator the Rev Dr. Richard Topping of VST, has been Minister-in-Association at Richmond Presbyterian Church since 2014.

## Church Facility

The church facility is located at 7111 No. 2 Road, Richmond, BC where the original church building, primarily today's sanctuary, was built in 1962. The location is near the intersection of No. 2 Road and Granville Ave, a busy intersection in west Richmond that is served by transit. The demographics of the community in the area of the church is multi-ethnic, middle to upper middle class, living in a mix of established single family homes and newer low-rise multiple family units. Primary and secondary schools, a recreation centre, playing fields, etc. are located within walking distance of the Church.

The church completed a \$1.8M rebuilding / renovation in 2015 to provide a new, more efficient, multi-purpose facility to better serve Christ's mission and fulfill the strategic ministry plan developed in 2011.



### Church Facility Highlights:

- A Sanctuary with permanent seating of 144, plus flexible seating for an additional 48, and additional temporary seating in the adjoining Church Hall
- Chancel area with a pipe organ, grand piano, choir and praise band facilities
- Built-in Audiovisual systems in the Sanctuary for worship, the band, and presentations
- An enlarged, central Narthex
- Entrance directly from No. 2 Road with distinctive signage
- Church Office, Minister's Office, Multipurpose Office / Meeting Room (designed to be partitioned into two offices if required) All air-conditioned spaces
- Multipurpose Room / Choir Room
- Fireside Room / Meeting Room
- Nursery with two children's washrooms and change area (meets commercial regulatory requirements)
- Church Hall, washrooms, built-in audio system (meets commercial regulatory requirements; hall capacity is 245)
- The kitchen has commercial grade appliances and has a valid BC food service permit.
- Utility Room, Janitor Room, and various storage areas and sheds
- Parking for approximately 80 vehicles with street parking available Sunday mornings
- Live streaming cameras and recording technology for online ministry programs

## The Manse

The manse is located at 4020 Lancelot Drive in a well maintained, multi-ethnic, single family housing, residential area in West Richmond; located approximately 3 km from the church. It is an attractive wood frame, metal clad, 1809 sq. foot side split house built in 1977 on a large 117 X 60 foot landscaped lot. Public and Christian preschool, primary, and secondary schools, recreation center, playing fields, par three golf course, hiking / bicycle trails, and transit are all within easy walking distance from the manse. The manse is owned outright by the congregation and has been the residence of three previous ministers.

### Manse Highlights:

- New thermo pane windows installed in 2009
- New flooring installed throughout in 2006, including laminate in all areas except bathrooms, kitchen, laundry room and study
- Includes major appliances
- Three bedrooms
- Master 14' 7" X 11' 3"
- 12' 3" X 10' 3"
- 12' 3" X 9' 8"
- Ensuite - three piece with shower (no bath tub)
- Main Bathroom, top floor - four piece (rebuilt in 2006)
- Finished bottom floor
- Bathroom - two piece
- Laundry Room
- Family Room complete with gas fire place, patio door - 23' 3" X 12' 6"
- Study - 12' 6" X 6' 0"
- Living Room with wood burning Fireplace and Bow Windows - 19' 0" X 13' 3"
- Dining Room - 10' 9" X 9' 6"
- Kitchen, rebuilt with new appliances in 2007 - 14' 6" X 19' 9"
- Two Car Garage with garage door opener for one door
- Outdoor Patio - pre-Covid the patio was extended to accommodate a beautiful sun canopy metal roof.



## Financial Summary

	<b>2021</b>	<b>2020</b>
<b>OPERATING INCOME</b>		
OFFERINGS	241,985	258,382
RENTALS	4,923	5,058
OTHER INCOME	44,154	50,627
<b>TOTAL OPERATING INCOME</b>	<b>291,062</b>	<b>314,067</b>
INVESTMENT INCOME	79,171	29,482
<b>TOTAL AVAILABLE INCOME</b>	<b>370,233</b>	<b>343,549</b>
<b>OPERATING EXPENSES</b>		
TOTAL PAY - MINISTER	73,126	73,795
PULPIT SUPPLY	1,225	1,075
TOTAL PAY - OTHER	133,906	131,233
CONG. PORTION CPP/EI	11,020	11,330
CONG. PORTION PENSION	16,887	17,714
<b>TOTAL REMUNERATION</b>	<b>236,164</b>	<b>235,147</b>
PROPERTY TAXES	73,162	76,680
OFFICE/ADMIN EXPENSES	3,263	1,999
EDUCATION EXPENSES	1,665	1,683
WORSHIP EXPENSES	2,160	6,331
OUTREACH EXPENSES	9,600	6,525
OTHER EXPENSES	46,156	59,258
<b>TOTAL OTHER EXPENSES</b>	<b>136,006</b>	<b>152,476</b>
<b>TOTAL EXPENSES</b>	<b>372,170</b>	<b>387,623</b>
<b>SURPLUS/DEFICIT</b>	<b>-1,937</b>	<b>-44,074</b>

## Congregational Demographics

### Type of Congregation

Richmond Presbyterian Church is a self-supporting congregation. It is a town/urban congregation, drawing its membership from Richmond as well as from surrounding communities. There are several ethnic communities represented in the congregation.

### Demographic Summary

The demographic data for the congregation is summarized in the table below:

		Congregation	City of Richmond
<b>Size</b>			
	Members	135	
	Adherents	85	
<b>Population</b>			209,937 <sup>1</sup>
	Age (%)		
	0-4 years	0.5%	4.1% <sup>2</sup>
	5-14 years	1.4%	9.2% <sup>2</sup>
	15-64 years	50.9%	66.7% <sup>2</sup>
	65+ years	47.2%	22.4% <sup>2</sup>
<b>Family Living Patterns (%)</b>			
	Family (adult with at least one child)	15.4%	
	Single Person	60.8%	
	Adults (two or more)	23.8%	
<b>E-mail Access</b>			
	Yes/No	165/20	

<sup>1</sup>City of Richmond BC - Demographic Facts (<http://www.richmond.ca/discover/about/demographics.htm>)

<sup>2</sup>2021 Census Profile – Richmond BC (<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0&DGUIDlist=2021A00055915015&SearchText=Richmond>)

## Community Overview

Richmond is a culturally diverse and geographically unique community centrally located on the west coast Canada in metro Vancouver. The city is 20 minutes from downtown Vancouver, 25 minutes from the US border and is the location of Metro Vancouver's international airport.

A venue City for the [2010 Winter Games](#), Richmond has been experiencing growth and change with Remarkable speed, transforming from a rural, local community to an international city with a balance of urban, suburban family and rural areas. The continuing development of the city's downtown core and waterfront areas, the Canada Line rapid transit system and the legacy of the [Richmond Olympic Oval](#) ensures that Richmond's transformation is ongoing. Richmond also has a colourful history that is celebrated at museums and several public heritage sites, some of which are of national importance. These include the historic [Steveston Fishing Village](#).

See the [City Profile](#) for a more detailed description of Richmond's location, population and geography, and the city's many cultural and recreational amenities. Browse this section of our website to learn more about Richmond's history, demographic and geographic make up.

## Population and Land Use

With a [population](#) last estimated at **230,584 people**, Richmond is an ethnically-diverse, growing and dynamic urban centre with a unique mix of residential and commercial property, agricultural lands, industrial parks, waterways and natural areas. Richmond is situated where the Fraser River meets the Pacific Ocean.

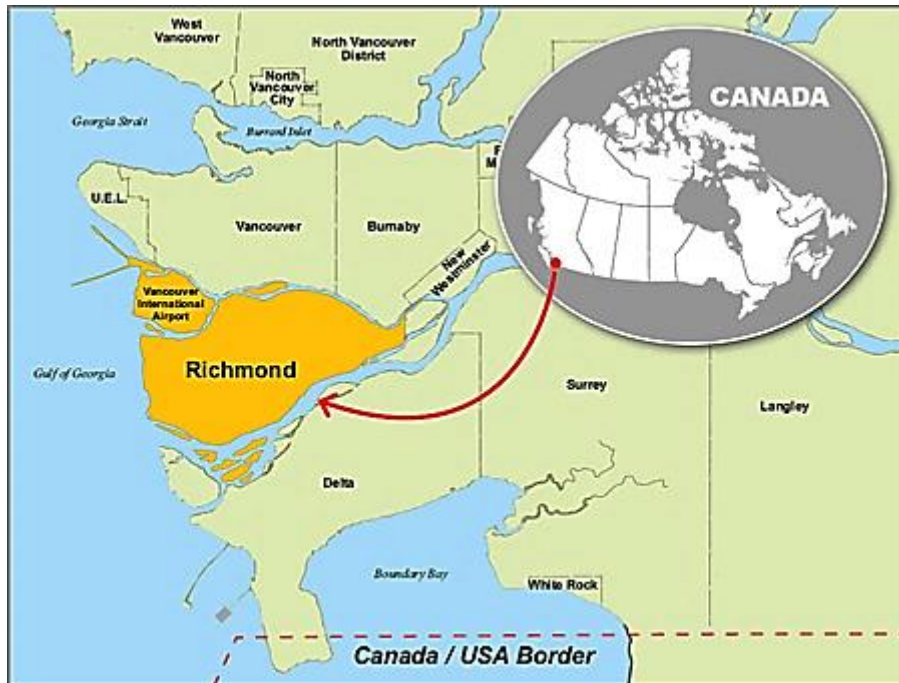


The shores surrounding Richmond create an estuary border that provides habitat for fish and for migrating birds on the Pacific Flyway between the Arctic and South America.

Richmond has undergone enormous change over the last several decades, with significant growth in the early 1990s. Today, **Richmond is a dynamic, multi-ethnic community**. Much of the recent population growth has been made up of Asian immigrants. People of Chinese or South Asian ancestry represent more than 60 per cent of Richmond residents. Newcomers have contributed significantly to the growth of the small business and retail sectors and have added to the diversity and vibrancy of the city of Richmond.

## Location

The **City of Richmond** is located on **Canada's Pacific Coast** in the province of **British Columbia**. Richmond is a unique island city, favourably located within **Metro Vancouver** in close proximity to downtown Vancouver and the U.S. border. It comprises a series of islands nested in the mouth of the Fraser River with the coastal mountain range as a backdrop. The islands include Sea Island, most of Lulu Island and 15 smaller islands.



**Geography:** Latitude 49 10' 59.1" N  
Longitude 123 8' 0.7" W

**Elevation:** Averages one metre above sea level

**Area:** 50.067 square miles  
129.666 square km  
32,043.477 acres

## Religion

The Metro Vancouver area currently has over 160 visible-minority Christian congregations. In 2011, it was reported that there were more than 75 Chinese congregations in Metro Vancouver in addition to 20 Korean, 16 Filipino, 10 Vietnamese and 8 Punjabi congregations.

There are currently about 71 places of worship in Richmond; 58 of those are churches of various Christian denominations, while others include Jewish, Sikh, Hindu, Buddhist, and Muslim traditions.

Vancouver religious profile from 2011 Census		
Religion	Adherents	%
<a href="#">Christian</a>	950,170	41.7%
No religious affiliation, including <a href="#">agnostic</a> , <a href="#">atheist</a> , <a href="#">Humanist</a> , and "no religion"	945,405	41.5%
<a href="#">Sikh</a>	155,945	6.8%
<a href="#">Buddhist</a>	78,465	3.4%
<a href="#">Muslim</a>	73,215	3.2%
<a href="#">Hindu</a>	40,030	1.8%
<a href="#">Jewish</a>	18,730	0.8%
Other religions, including <a href="#">Pagan</a> , <a href="#">Wicca</a> , <a href="#">Unity</a> , <a href="#">New Thought</a> <a href="#">Pantheist</a> , <a href="#">Scientology</a> , <a href="#">Rastafarian</a> , <a href="#">New Age</a> , <a href="#">Gnostic</a> , <a href="#">Satanist</a>	17,185	0.8%
<a href="#">Aboriginal spirituality</a>	1,550	0.07%

## Health and Longevity

According to a recent report by Statistics Canada, people in Richmond, BC still have the longest life expectancy in Canada. People in Richmond are living an average of 85.7 years, more than four years longer than the national average of 81.1 years.

## Employment and Industry

Richmond's economy supports over **126,000 jobs** in various sectors including services, retailing, tourism, technology industries, light manufacturing, airport services and aviation, agriculture, fishing and government. In recent years, Richmond has been emerging as a leading centre for high tech industries.



## Public Amenities

Richmond is known throughout the Vancouver region for its quality [Parks, Trails and Cycling Routes](#), [Recreation and Community Centre](#) facilities and its [Arts, Culture and Heritage](#) facilities.

Richmond has **871 hectares (2,153 acres)** of park land, **136 kilometres** of park trails and **87 kilometres of on-road cycling paths**. An extensive system of **140 parks** provides sports and recreation amenities in every neighbourhood in addition to a wide variety of **recreational amenities**, including [pools](#), [arenas](#), [community centres](#), [tennis courts](#), [playgrounds](#), [picnic areas](#), golf courses, [lacrosse boxes](#), [running tracks](#) and [playing fields](#) all of which contributes to high quality of life in Richmond.



The system of interconnecting perimeter [dike trails](#) offers for a variety of recreational opportunities along with scenic views of the North Shore mountains and natural and historic areas. **Cultural facilities** include [libraries](#), a [performing arts theatre](#), [art gallery](#), [arts centre](#), [museums](#), [archives](#) and [heritage sites](#).

Amidst the recent rapid change, the community has continued to place a priority on protecting farmland, preserving its heritage and protecting the natural environment. Among the popular sites for experiencing Richmond's unique environmental and cultural heritage are [Garry Point Park](#) with its beaches and estuary habitat, [Britannia Heritage Shipyard](#), [Gulf of Georgia Cannery](#), [London Heritage Farm](#), [Terra Nova](#) and [Iona Regional Park](#).

## Access and Transportation

**Richmond is connected** to neighbouring Metro Vancouver cities by a series of bridges and a tunnel. There are two major freeways feeding into Richmond, a rapid transit line and two railway lines. Richmond also has two international seaports. In addition, [Vancouver International Airport](#) is located in Richmond on Sea Island. See [TransLink Transit Services](#) for information about the Canada Line and other public transit information.



To learn more about Richmond, see the [Official Community Plan](#) in the Planning & Zoning section under Planning, Building & Development.

## Climate

Richmond has a **temperate west coast climate**. Unlike other parts of Canada, the west coast gets little or no snow most winters, and because of Richmond's distance from the mountains, the average rainfall (1,112.6mm or 43.8 in.) is 30 per cent less than neighbouring Vancouver.

While Richmond does not experience extreme temperatures, weather conditions can change quickly. It's recommended to wear layers.

For more information, refer to the current weather conditions for the Greater Vancouver Region at Environment Canada's [Weather Office](#).

## Educational Opportunities

### Preschool and Daycare

The City of Richmond offers preschool in community facilities for children aged 2-4 as well as Out of School Care for children aged 5-12.

There are also a number of private, licensed, preschools and daycares in Richmond. A list of these facilities can be found here:

[City of Richmond BC - Finding Child Care in Richmond](#)

### Elementary and Secondary Schools

Detailed information about Richmond's public school system is available on the Richmond Public School District No 38 website at [www.sd38.bc.ca](http://www.sd38.bc.ca).

The public school system has 38 elementary schools and 10 secondary schools and 11 French Immersion Schools. French Immersion programs are offered in eight schools. Because of the large immigrant population from Asia and other parts of the world, there are English as a Second Language programs in many schools.

Independent schools include the Richmond Christian Schools ([myrcs.ca](http://myrcs.ca)) as well as a number of independent schools based on ethnic background or religious beliefs. Due to funding by the provincial government, tuition at independent schools is lower than in other provinces.

## Post-Secondary Institutions

University of British Columbia, Vancouver ([www.ubc.ca](http://www.ubc.ca)) Simon Fraser University, Burnaby ([www.sfu.ca](http://www.sfu.ca))  
British Columbia Institute of Technology, Burnaby ([www.bcit.ca](http://www.bcit.ca))  
BCIT Aerospace Technology School, Richmond ([www.bcit.ca/transportation/aerospace/](http://www.bcit.ca/transportation/aerospace/))  
Capilano University, North Vancouver ([www.capilanou.ca](http://www.capilanou.ca))  
Douglas College, New Westminster ([www.douglascollege.ca](http://www.douglascollege.ca)) Kwantlen Polytechnic University, Surrey and Richmond ([www.kpu.ca](http://www.kpu.ca)) Langara College, Vancouver ([www.langara.bc.ca](http://www.langara.bc.ca))  
Vancouver Community College, Vancouver ([www.vcc.ca](http://www.vcc.ca))  
Vancouver School of Theology, Vancouver ([www.vst.edu](http://www.vst.edu))  
Regent College, Vancouver ([www.regent-college.edu](http://www.regent-college.edu))  
Trinity Western University (a private Christian university), Langley ([www.twu.ca](http://www.twu.ca))

## Website

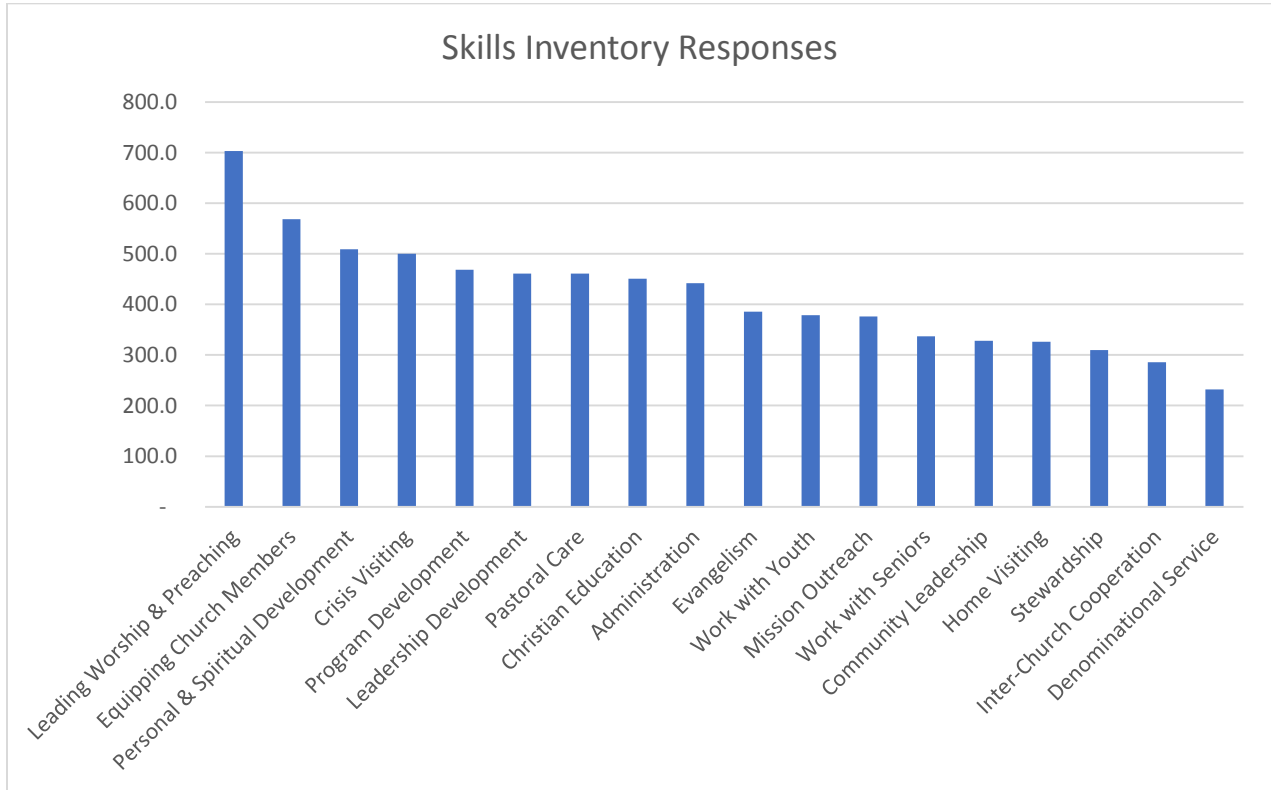
The website for the City of Richmond is [www.richmond.ca](http://www.richmond.ca)

## Position Description

### Pastoral Skills and Interests

#### Analysis of Congregational Survey

#### Skills Inventory



Number scale = # points summed from all responses, where a ranking of 1st = 18 points, 2nd = 17 points, etc. down to 18<sup>th</sup> = 1 point.

45 responses received

#### Q1: What is God calling RPC to do?

29 mentioned evangelism, missional work, or community outreach

12 mentioned congregational spiritual growth, equipping

10 mentioned congregational worship, nurturing

## Q2: Current strengths to maintain

12 community meal  
11 music  
7 preaching  
4 worship  
4 fellowship  
4 children/youth ministry

## Q3: Needs to improve or change

7 mentioned more volunteers needed  
5 mentioned broader awareness and participation in our mission  
3 mentioned more bible study

## Q4: Skills, interests you can share

9 unspecified volunteering  
3 age prevents participation  
2 music  
2 organisational skills  
2 help with meal  
2 serve on committees  
2 help on Sunday  
2 already involved, plate is full

## Q5: Further comments on the kind of minister we need

Recurring themes:

- strong preaching
- energetic
- engaging
- personable
- tech-savvy
- open-minded, inclusive

We are seeking a gifted communicator to develop strong working relationships with the following individuals and groups:

- Session
- Church Administrator (part-time staff)
- The Music Director (part-time staff)
- Director of Educational Ministries
- Treasurer (part-time staff)
- Committees for Session (Finance, Church Property and Maintenance, Worship and Communications, Educational Ministries, Care and Fellowship, Outreach)
- Student interns/Summer Program Planner.

The successful candidate will be the only minister at RPC, although the successful candidate's ministry may overlap with the contracts of the individuals who are currently providing educational ministry and youth work. After the new minister and the congregation have established a working relationship, it may become apparent that additional resources are required to accomplish new goals and programs or to cover existing programs that are not adequately staffed.

### Compensation

- Annual stipend, including car allowance, negotiated on the basis of experience, education, moving allowance, and other relevant support in accordance with presbytery and national church guidelines
- Manse or housing allowance plus utilities, negotiated in accordance with presbytery and national church guidelines.
- Medical Services Plan of BC plus PCC medical/dental plan and premiums for Pension Plan in compliance with the terms of the plan
- Continuing Education allowance, the minimum allowance as set by the General Assembly, and two weeks, accumulative for five years
- Annual vacation of five weeks (prorated in first and last year), and to pay supply for periods of vacation and continuing education
- Book allowance of \$600.00 per annum, laptop computer and cell phone costs, included in utilities