



基督教域多利華人宣道會
Victoria Chinese Alliance Church

Victoria Chinese Alliance Church Senior Pastor Search Profile

October 2021

This document has been created to provide members of the Victoria Chinese Alliance Church a unified and fuller understanding of the type of Senior Pastor the church envisions.

Meanwhile, it also provides prospective pastors a fuller understanding of Victoria Chinese Alliance Church and the type of Senior Pastor the church envisions.

This is the guiding document for the Victoria Chinese Alliance Church Senior Pastoral Search Committee. Interested applicants may contact the Assistant District Superintendent of the Canadian Pacific District of the Christian and Missionary Alliance, and the Victoria Chinese Alliance Church Senior Pastor Search Committee.

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The Senior Pastor Search Committee
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Search Team Mandate

Purpose

The responsibility of the Senior Pastor Search Committee (SPSC or the Committee) is to facilitate and develop an effective Candidate Search for a future Senior Pastor of Victoria Chinese Alliance Church (VicCAC). The SPSC will develop and implement an interviewing process concluding with a presentation of a short list to the Board of Elders (the Board) for the final interviewing and candidating steps.

Composition

- Two member representatives from each congregation, appointed by the Board of Elders (the Board) or elected at a membership meeting, and two Elders appointed by the Board
- Serve for a three-year term, with the possibility of extension by the Board
- The Board will appoint the Chair

Responsibilities

- To fully comply with the [search process as defined by the CMA district](#)
- To conduct its work in a prayerful, Spirit-led manner
- To evaluate candidates based on the Profile and Job Description
- To ensure a high level of confidentiality and compliance with the Privacy Act
- To be available for further work should the Board not accept any candidates on the short list
- To fully document its activities for reference present and future

Accountability and Limitations

- The Committee is fully accountable to the Board
- The Committee shall report consistently and with full disclosure to the Board
- The Committee has no executive authority other than what is granted by the Board
- The Committee shall not disclose any information to the church staff or congregation without permission of the Board

Search Team Members – Giftedness and skills

- Spiritual gifts – discernment, helps, administration, servanthood
- A high commitment to confidentiality and discretion – not careless in conversations or in handling sensitive documents
- Ability to evaluate prospective candidates through the vetting of resumes and interviews with the prospective candidates and appropriate references
- Good researching skills, ability to follow search protocols carefully

- Above average listening skills
- Ability to work in partnerships with others and to work to deadlines
- Commitment to a consensus model of decision making at the committee level
- Confidence in the leadership of the Board to complete the search

An overview of the Senior Pastoral Search Process for Alliance Churches

[Our local church constitution states:](#) *“The district superintendent shall suggest to the Board the names of such workers who in the superintendent’s judgment have proper qualifications for senior pastor of this church (who may be given another title). The Board shall give consideration only to candidates approved by the district superintendent. The senior pastor of the church shall be called by the Board and appointed by the district superintendent. Upon appointment by the district superintendent, the senior pastor and spouse become members of the church.”*

A simplified view of the search process is as follows:

- The committee works with the district to post advertisement for the position
- The committee receives and reviews all applications
- The committee screens, researches, and conducts initial interviews
- The committee presents a shortlist of the names of individuals who are a reasonable match to the Profile to the Board
- The Board conducts pre-candidate interviews and choose a preferred candidate
- Working with the district, the Board will ultimately invite one individual to candidate, after which a decision on whether or not to call that individual will be made
- As above “the Board shall give consideration only to candidates approved by the district superintendent.”

*Note: A more detailed search process can be found in the CMA district’s [Lead Pastor Search Manual](#).

Diligence and Discernment

At the heart of this process are two critical steps. The first is due diligence - making certain that the church and the applicants have an accurate view of each other. The number one reason most pastoral searches fail is that the pictures each side presents to the other are not complete. The second critical step is spiritual discernment, trusting not only in a due diligence process but also in the guidance of the Holy Spirit for the church and the prospective Senior Pastor.

About Us

Victoria Chinese Alliance Church is a trilingual church, serving English, Mandarin, and Cantonese speakers. While we are prominently Chinese in membership we strive to represent the Kingdom of God by being inclusive to all people and this has created a great diversity of cultures in our church.

Our History

In the 1960s, because of the political instability in Hong Kong, many people came to North America to settle or study. Victoria was also able to get a share of it because of a university and a college. Although the population was not large at first, it was enough to set up Bible study classes and CCF (Chinese Christian Fellowship). The Chinese churches at that time chose to focus on local Chinese who had already settled down, so the students had to find other ways to gather.

A group of students decided to contact Rev. Augustus Chao of the Vancouver Chinese Alliance Church and asked for help with establishing the students' gospel ministry. This is how the Victoria Chinese Alliance Church was born. The date was January 5th in 1975.

At the beginning of our establishment, the Vancouver Chinese Alliance Church provided everything from the pulpit supply to financial support. For the next 13 years, we made use of the annex hall of the Victoria Alliance Church, with whom we forged a close relationship. The Victoria Alliance Church made great contributions to the establishment and growth of our church.

In September 1976 Rev. Daniel Ho, who arrived from Hong Kong, became the first full-time pastor. The church was then ministered by Pastor Alan Chan from 1983 to 1988 and Pastor Peter Poon from 1988 and on.

The English ministry was started by Pastor Poon shortly after his arrival as he regarded it as the future for the church. The first English worship service started on a Sunday morning at 9am in September 1989. Stacey Toews, our first English pastor, served from January 1993 to 1998. Pastor Darin Reimer served from August 2001 to August 2008. Pastor Jeff Sears served from August 2009 to April 2013. Pastor Kum Seng Fang, our current English Pastor, has been with us since August 2014.

During the period of the English ministry, Mr. Jordan McAlonan and Mr. Mark Maney helped manage the Children and Youth ministry.

The development of the Mandarin ministry was not sufficiently planned for. Nevertheless, we resolutely started the ministry in October 1989, following the Tian-An-Men Square student

movement, which was suppressed by the Chinese government by force. The ministry evolved from merely adding live interpretations in Mandarin during the Cantonese worship services to its own Sunday worship services in April 2002. Mr. Qunsheng Zhou served as the first Mandarin pastor from August 2004 to January 2006. Pastor Liyan Wang became the next Mandarin pastor and served between February 2011 until January 2017. We are still in need of a Mandarin pastor.

The church moved to its current location in December 1988. The current chapel was completed in 1999 after being rebuilt twice.

Adhering to Dr. A.B. Simpson's vision for evangelism and mission, we began to plant a church in the city of Nanaimo, some 90 kilometers north of Victoria, in 2003. With the help of the Pacific District, Canadian Chinese Alliance Churches Association, and a few churches in Vancouver, who shared the same vision, Nanaimo Chinese Alliance Church started its first official Sunday worship on January 11, 2004.

About Victoria and our community

Located on the southern tip of Vancouver Island off the Pacific coast, Victoria is the capital city of the province of British Columbia. The city is well known for its beautiful scenery, mild weather, and tourism attractions. The Greater Victoria area, which includes over a dozen municipalities and regions, has a population of 367,770 (2016 Canadian census). Most of the population is of European descent. The Chinese population is estimated to be between 20,000 to 30,000.

Besides a large presence of government branches and agencies, the major industries and businesses in Victoria are tourism, high-tech, and education.

Our church is located in a quiet and peaceful neighbourhood in the Hillside area that's populated by middle-class families towards the younger spectrum. Although the church is not popular amongst our immediate neighbours, we reach out to other communities and demographics through ministries like the Mustard Seeds, Sanctuary Youth Center, and Harbourview Alliance Church.

High-level Stats of our Church

分類	Category	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
會友人數	Members	181	195	191	184	197	212	227	213	203	200	185
友會轉會	In From C&MA	6	9+1	1	1	6	2	5	1	4	1	4
非友會轉會	In From non C&MA	3	9	4	0	9	3	2	8	0	5	0
受浸人數	Baptism	13	10	13	5	9	17	17	12	4	3	7
離會者	Member Lost	18	15	22	13	11	7	9	35	18	12	26
成人信主	Adult Conversion	15	12	14	4	15	10	6	17	8	0	3
兒童信主	Child Conversion	0	0	1	0	15	0	1	0	2	0	0
祈禱會	Prayer meeting	13	20	20	17	13	14	15	16	13	13	12
主日平均	Worship Attendance	194	198	215	228	220	219	213	209	204	206	205
英語堂	English	60	60	71	73	66	63	62	64	63	60	54
國語堂	Mandarin	50	50	59	64	61	69	68	65	60	62	68
粵語堂	Cantonese	84	88	85	91	93	87	83	80	81	86	83
少年崇拜	Junior Church	18	13	11	n/a	8	7	10	11	10	9	9
兒童崇拜	Children Church	5	5	12	n/a	n/a	4	4	3	3	4	4
兒童主日學	Jun. Sun. School	37	15	14	18	15	15	15	15	17	19	23
青少主日學	Teen's Sun. School		10	9	18	8	20	4	7	6	13	16
Awana	Awana Club									14	14	19
成人主日學	Adult Sun. School	29	34	42	38	64	73	88	82	71	71	58
粵語	Cantonese			30	38	40	28	42	39	35	27	23
國語	Mandarin					15	32	29	26	19	27	23
英語	English			12	n/a	9	13	17	17	17	17	12
退修會	Church Retreat	85	110	n/a	126	104	138	130	108	94	n/a	86
成人查經班	Adult Bible Study	17	17	16	17	15	13	14	14	12	12	10
國語查經班	Mandarin B Study				n/a	12	11	n/a	6	6	5	n/a
夏令聖經班	V.B.S.	42	30	60	56	46	37	43	34	40	62	72
中文學校	Chinese School	56	60	60	58	65	55	55	50	48	50	50
迦南團	Canaan	15	8	13	19	20	20	20	18	15	14	18
路得團	Ruth	20	20	19	18	16	19	20	25	25	30	25
錫安團	Zion	20	18	21	23	18	21	24	26	25	27	28
小豆苗	Children Fellowship	22										
約書亞團	Joshua	10	8	8	10	8	10	9	7	8	8	6
英語少年團	Teenz	15	10	8	10	8	8	10	9	7	7	15
伊甸家園	Eden Family		20	21	20	15	20	18	22	26	33	40
英語青年	DIVE	8	9	11	13	11	21	12	11	11	7	n/a
英語就業	Lighthouse							11	10	10	10	12
Ecclesia團	Ecclesia Fellowship	6	6	6	7	7	10	10	12	12	12	12
國語活泉團	Mandarin Fountain	28	15	23	20	20	21	15	15	10	7	7

國語愛加倍	Mandarin Agape	10	14	17	14	n/a	10	10	8	10	8	7
國語蒙恩團	Mandarin Mercy	8	15	17	15	n/a	14	16	17	15	12	13
國語仰望團	Young Fellowship			10	7							

Vision & Mission

Our Vision

To build a Christ-centered, disciple-making Church.

Our Mission

The five tenets that help us focus on achieving our vision:

1. Worship the Lord in reverence
2. Handle His Word with care
3. Obey the Great Commandment with heart
4. Fulfill the Great Commission with efforts
5. Serve others as good stewards.

1. Worship

We exist to worship and witness God regularly as a congregation until His return; celebrating His abiding presence; exalting Him for His character; encountering Him in the proclamation of Scripture and the receiving of the Sacraments – baptism and communion; and answering His call with confession, prayer, praise, thanksgiving, offerings, and service.

2. Discipleship

We exist to equip and nurture maturing disciples of Christ to obey His teachings in our marriage, family, workplace, neighborhood, society, church, and other contexts of life because discipleship is a life-long response to Jesus' call to follow Him through daily dying to ourselves and rising to new life. We believe that lives can be changed through the power of Jesus Christ. We seek to be a community where people can grow toward wholeness and reach their potential as disciples of Jesus Christ.

3. Fellowship

We exist to build Christian communities where the disciples' faith in Christ may be expressed in brotherly love and the disciples' spiritual health can be nurtured through worship, Bible studies, prayers, caring, healing, and service.

4. Mission

We exist to invite all people to enter into a loving relationship with God and to follow Christ by proclaiming the Gospel by word and witnessing Christ. We want to transform the world through acts of mercy and justice, peacemaking, and being a visible testimony of Christ's love and self-sacrifice in a community that loves one another. We believe personal growth is not an end in and of itself. We grow so that we will be a blessing to those around us, our city, and to the world, especially to those who are spiritually and materially poor.

5. Stewardship

We exist to develop the God-given potential of His people; help disciples to determine and apply their spiritual gifts; train, recruit and deploy servant leaders for the building up of the church and the stewardship of God's creation. We must immediately apply the stewardship teaching to the next generation of the church so that we prepare new leaders for the future of the church and the Christian community.

Needs and Challenges of Future Ministry

Cultivate Spiritual Growth and Unity

Challenges: The overall spiritual health of the church has been somewhat stagnant for a number of years. Both the English and the Mandarin congregations experienced multiple exoduses. The loss of membership, especially among the middle-aged group, was further exacerbated by the lack of an adequate children and youth ministry and more recently, the pandemic.

Needs: The need for building sustaining spiritual growth is felt by members at all age groups. There is also a widespread desire for building unity of the spirit across all three congregations.

Equip the Leaders and Build Trust

Challenges: The majority of ministry leaders were self-trained. There is an age gap between those who are actively serving and leaders from the younger generation, who are in shortage. There is also a trust issue between some groups of congregations and the church leadership.

Needs: To train our leaders to become workmen who can present themselves to God approved. To develop a holistic understanding of our needs for ministry leaders in order to establish a systematic leadership training program for the long run. This includes identifying potential leaders, adequately equipping them with the Word of God, mentoring them through discipleship, entrusting them with responsibilities, and ensuring frequent feedback and guidance. Through approved leaders who are capable of discerning God's will, and coupled with clear communication and transparency, we can rebuild trust and relationship between the congregation members and the church leadership.

Build Children and Youth Ministry

Challenges: Two decades ago, our church had a vibrant Children and Youth ministry that was run by a team of gifted and passionate young people with support from parents and under the leadership of a few dedicated and experienced ministry leaders. Nevertheless, we have lost almost all of these resources despite the existence of young families with children and youth. A part of the membership loss can be attributed to the unmet expectation for an adequate Children and Youth ministry.

Needs: To hire a full-time coworker for overseeing the ministry for children, youth, and young people. To train ministry leaders and helpers. To gain support from parents and young families. To lead our children and youth to know and follow Christ and prepare them to deal with the influences from the world through truth, faith, hope, and love.

Rekindle Hearts for Mission

Challenges: In recent years, our attention and focus has turned mostly inwards as needs and challenges at home continue to increase. Although our support for evangelism and missionaries through prayer and financial means has never stopped, the general understanding of and interest in participating in missions is low. We are still quite a ways from becoming a mission-focused church.

Needs: To rekindle our hearts for mission as called for by the Great Commission. To raise awareness for mission ministry, whether it is global, national, or local. To train and equip our congregations to participate in mission work.

Characteristics, Gifts, and Qualifications

The information provided in this profile has been developed to help prospective pastors and the congregation of VCAC have a greater sense of clarity about what kind of Senior Pastor the church needs at this historical juncture.

Characteristics

- A person of prayer and faith who pursues the lifetime goal of becoming a person after God's own heart.
- A person with spiritual maturity as reflected by abounding love, growing knowledge, and spiritual discernment.
- A sincere person who speaks truth with love and courage, without seeking anyone's favor.
- A person of integrity and transparency who holds himself to consistent moral and ethical standards as according to the Bible.
- A person with passion for building God's house with a proactive mindset sustained with endurance and perseverance.
- A discerning peacemaker who extends grace to others by exemplifying the fruit of the Spirit.

Pastoral Gifting Preference

We are looking for a Senior Pastor who is a shepherd, a leader, and a developer.

A shepherd is drawn to love, feed, protect, and tend to the needs of the congregations and have a strong desire for unity.

- Take the time to know and understand the congregations.
- Be willing to minister to people and know how to guide them.
- Provide effective and genuine care for people's spiritual needs.
- Be approachable and available to make people feel comfortable asking him anything.
- Come alongside to comfort and counsel people who feel hurt, confused, and broken.
- Proactively seeks feedback from staff, ministry leaders, and congregation members with an open mind and humility.

A leader develops new visions for the congregation, is an initiator of new ideas, and is willing to take risks.

- A mission-minded leader who has the Great Commission in mind at all times.
- A proactive and collaborative leader who is able to inspire and motivate congregations to work together to achieve our existing vision of becoming a Christ-centered, disciple-making church.
- Stay well grounded and steadfast in God's Word without catering to the needs of the world or keeping up with the times.

- A strategic thinker and planner who excels by focusing on the big picture rather than managing the details.
- A principled decision-maker with sound judgement who is open to listening to new ideas and open to change.
- A visionary leader who is willing to take risks and responsibilities and hold others accountable.
- A servant leader who can work well with the board, staff, ministry leaders and congregations.
- Foster a healthier church culture where difficult conversations can be had without impacting the unity.
- Willing to interact with other evangelical leaders in Victoria so he has a pulse on what is happening in the community of faith.

A developer desires to get the job done while engaging others and encouraging them to grow and take responsibility.

- Provide direct management and guidance to the pastoral team to maintain alignment with the vision and be accountable to the Elder Board.
- Identify key ministry areas where leaders are in need of training and mentoring.
- Identify people with leadership potentials, make disciples, and equip them to serve effectively.
- Design training programs for deacons, Sunday school teachers, and fellowship leaders.
- Lead the pastoral team and experienced leaders to provide training to new leaders who require help and guidance.

Qualifications

- Graduate of a Bible college or seminary in theology, Christian Ministry or related field experience
- Minimum of 5 years of experience as a pastor, during which at least 2 years serving as a Senior Pastor
- Mature Christian character who demonstrates love for God and the Church
- Accurately and effectively communicates God's Word to the congregations by preaching challenging and stimulating sermons that are biblically based on sound doctrine
- Has prior experience in serving in a church setting with multiple languages and has cross-cultural competence
- Has demonstrable leadership skills and Christian counselling experience
- Has a heart for mission and experience in organizing and leading mission trips
- Has strong interpersonal and relationship-building skills, and is able to connect people across congregations
- Fluent in Cantonese, strong oral and written communication in English, and good communication skills in Mandarin
- Preference will be given to applicants with pastoral experience in North America

Salary Range

Please note that the salary range provided for pastoral staff is for reference purposes only. The final salary offer will be determined through a comprehensive evaluation conducted by the Board of Elders in accordance with the church's policies and budgetary considerations.

Position	Salary Grid	Salary Range
Senior Pastor	Senior	\$68,000 - \$81,000
Ministry Pastor	Intermediate	\$58,000 - \$68,000
	Junior	\$47,000 - \$58,000