



*Unity, Charity, Jesus Christ*

## Lower Pacific District

Evangelical Free Church of Canada

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June 17, 2021

Greetings,

The Lower Pacific District (LPD), a district of the Evangelical Free Church of Canada (EFCC), is seeking a full-time permanent District Superintendent. We have been blessed to have our current Superintendent serve for the past 19 years; he has indicated to us that he would like to retire.

The LPD was founded in 1983. Our District comprises the Lower Mainland, Vancouver Island and corresponding islands, and stretches as far east as Hope. Though our District is compact geographically, we are diverse in ethnicity and size. Our churches range in size from less than 50 to more than 4,000 in attendance on a given Sunday morning, in rural, suburban, and urban settings. Our churches also reflect the multicultural diversity of our region, with several different languages being spoken on Sundays. Our superintendent position is vital in the health and growth of our District.

Our successful candidate will be willing to live in the Lower Mainland and able to travel throughout the District, as well as periodic travel outside of the District. Please find the attached the Job Description, a History of the District, and the EFCC Statement of Faith for your review. This position will start within 3 months of a successful hiring process.

If interested, please email a cover letter, 2-3 page resume and 1-2 page paper on your personal philosophy of ministry and leadership style to [office@lpd-efcc.ca](mailto:office@lpd-efcc.ca) by August 31, 2021.

Blessings,

Randy Lemke  
Lower Pacific District Chair

# Lower Pacific District of the Evangelical Free Church of Canada

## District Superintendent

### Job Description

#### Purpose

The District Superintendent will lead in the implementation of the Lower Pacific District's Mission, *"By God's grace, we are committed to encourage and resource our growing family of churches to reflect Jesus Christ"* in teamwork with the EFCC, whose vision is to *"become a growing network of believers and churches united around the EFCC ethos, empowered to carry out the Great Commandment and the Great Commission."* They shall also lead in the implementation of key results established by the District Board; shall deliver administrative management; and shall provide an appropriate system of care to pastors and churches of the Lower Pacific District.

#### Character & Qualifications

The District Superintendent shall be of established and true Christian character, sound in faith and doctrine, and qualified to teach the Word of God. They shall have demonstrated leadership, communication, relationship and administrative skills suitable for the position. They will sign the current EFCC Statement of Faith (Appendix 2) without reservations and be willing to be ordained with the EFCC. They will have previous experience in pastoring in churches and working with boards. They will see the value of the diverse culture and ethnicity that makes up the Lower Mainland and Islands which is reflected in the district churches and projects. They will be able to work through situations in which there is considerable ambiguity.

#### Responsibilities

##### General:

- a. Plan, implement, and promote the vision, mission and values of the District.
- b. Gives leadership to the administrative operations of the district, oversee employment of district personnel.
- c. Gives leadership to the appropriate care of pastors and churches.
- d. Facilitate the encouragement and resourcing of churches according to the mission statement of the LPD.
- e. Guides the district to accomplish the key result areas and agree to be measured by both administrative norms and the criteria assigned to key result areas.
- f. Grows LPD ministry capacity through LPD Board portfolios, committees and other volunteers.

##### Relationships:

- a. Be a non-voting member of the Board of Directors for the District.
- b. Advance LPD relations with churches and pastors, through networking, consultation, teaching, and resourcing.
- c. Stimulate healthy and cooperative relationship between District and National, representing the district and its values and goals at the EFCC National level.
- d. Be accountable to the LPD membership reporting to the District Board and through reports at the AGM.
- e. Engage in a regular and honest accountability relationship outside of the District board.

##### Church Planting:

- a. Facilitates the planting of healthy reproductive churches in partner with district churches and EFCC National resources
- b. Oversees recruitment and training of church planters and LPD Church Planting Missionaries.

- c. Ensures the church plant missionaries and church plants are equipped, encouraged, resourced and adequately funded.
- d. Guide church plants towards becoming fully functioning member churches of the LPD.

Financial:

- a. Enable LPD financial sustainability through good stewardship of current financial resources.
- b. Encourage LPD churches and other donors to support the LPD financially.
- c. Oversee efforts to grow the LPD William Johnson Church Ministries Endowment Fund.

Governance:

- a. Adhere to good governance practices in compliance with Board policy.
- b. With monthly verbal and written reports, inform the LPD board reporting administrative, key result areas and future actions.

Appendix 1

**A Brief History of**

**The Lower Pacific District of the Evangelical Free Church of Canada**

**2021**

The Lower Pacific District (LPD) began as the “B.C. Lower Mainland Church Planting Strategy Committee” of the Canadian Pacific District of the Evangelical Free Church of America in 1980. (At that time, Canada was under the Church Ministries Department of the Evangelical Free Church of America, until the Evangelical Free Church of Canada was established in 1984).

At this time, there was discussion within the Canadian Free Church of “re-districting.” It was believed that “Grouping churches in geographic proximity, into smaller ministry relationships facilitates greater involvement. Increased communication, stronger relationships, deeper commitment and greater efficiency are some of the advantages of the smaller working unit.”

As a first step toward forming the LPD, a “Lower Pacific Region Church Planting Committee” was formed in May 1981, and in 1983, the Lower Pacific District held its first district conference. The LPD received incorporation status in June 1984, and status with CRA in January 1985.

Ingmar Jacobson was hired on to be the “district church planter” in 1981, and he became district superintendent as the district formed in 1983. He served until February 1988, and Dr. Austin Stouffer was elected to become superintendent and dean of Trinity Western Seminary. Austin served until 1994. In 1995, Dr. Charlie Worley was elected, and he served until March 1998. Ken Lawrence was then appointed as interim superintendent, and served until 2002, when Rob Stewart was elected and has since served.

From inception, the primary reason for the birth of the LPD was church planting. While this was included in the original purposes, it was the emphasis of our first mission statement, (origin uncertain), “By God’s grace, we, the Lower Pacific District of the Evangelical Free Church of Canada exist to inspire and develop, through local congregations, the vision of aggressively PLANTING, ADOPTING and REVITALIZING Evangelical Free Churches which reflect the changing CULTURAL MOSAIC of our District.”

In becoming superintendent, I reviewed the reports of my predecessors, and found that there was some conflict in purpose in the role of the office. Was one to be a church planter, a “pastor to pastors,” or an administrator and resource to churches. I note that when I earlier served on the LPD Board at the time when Ingmar Jacobson resigned, I was charged to revise the position description of district superintendent. My report noted that “turnover” was a factor, and that it had been observed that, “wearing the two hats of superintendent and church planter was one too many.” (September 1987).

Early efforts in church planting consisted largely of purchasing second-hand churches and populating them with people from local EFCC Churches. While well-intentioned, this did not lead to healthy churches. Cloverdale struggled and finally closed. Mission EFC had a good start, but was led away from the EFCC by a pastor with an independent spirit.

Early in my term of service our board held a mini-retreat and reflected upon the mission of our district. While we very much valued our district's history, we clarified our mission, and proposed a new mission statement, that reads, "By God's grace, we, the Lower Pacific district of the EFCC exist to encourage and resource our growing family of churches to reflect Jesus Christ." In doing this, we acknowledge that are not "over" but serve churches. As they reflect Christ, both inwardly and to our world, we trust that they will grow and also multiply.

As we have pursued this mission, we have found that our churches and church plants have come to something of a "symbiotic relationship." Church plants need the support and guidance of churches. Churches benefit from the innovation of church plants. It has been my conviction that structure, while necessary should facilitate, not determine vision, and I have appreciated the support and innovation of our board to accommodate and encourage creative and novel church planting. We are thankful for the birth of "The Journey," Hope City Church, the Rock Christian Fellowship and for current church planting initiatives, The Steveston Project and the Church of All Nations.

The LPD currently has eight church planting missionaries. We have developed a means by which we can "hire" missionaries on a faith-budget that allows us to receive, receipt and administer funds. This will be for LPD Board approved projects and under the oversight of the LPD Board and Superintendent. Usually, this is a temporary arrangement, until such time as the church plant is established, able to incorporate and call their church planter as pastor. In other cases, the ministry will be ongoing – as in one who serves the Downtown-Eastside of Vancouver.

The LPD has changed along with the demographics of our region. In 2002, the LPD was composed of twenty-one churches, seventeen of which were English speaking and four were Cantonese speaking. In 2002, we added our first Korean church plant, The Church of the Sent For life Proclamation, birthed out of Fort Langley EFC in 2002. Since then, we have planted and welcomed six more Korean churches, including Grace Hanin Community Church, the largest church in the EFCC. We have also welcomed a Japanese congregation to be a part of New West EFC (now becoming the Church of All Nations), Jesus Grace International Church, a Swahili-speaking congregation, two Filipino churches, two Mandarin-speaking services within Chinese churches and planted Grace EFC, a Mandarin-speaking church in Richmond. In 2019, we also welcomed Grace Evangelical Ethiopian Church.

This diversity of our district churches and community is anticipated to increase in the years ahead. As of the 2016 Canada Census, the population of Greater Vancouver (CMA) was composed of less than 50% people of European descent. East Asians (China, Korea, Japan, Taiwan) make up 23% of the population. South Asians (primarily Punjabi Sikhs) make up 12% of population and South-East Asians (Philippines, Indonesia, etc.) represent about 6.9% of the population. Between 2001 and 2011, 70% of all immigrants to the CMA were of Asian descent, and 30% of these do not speak English upon arrival. (Douglas Todd: "Vancouver is the most 'Asian' city outside Asia." Vancouver Sun, March 27, 2017).

It is anticipated that over the next ten years, immigration trends will continue. By 2031, it is projected that, "whites" will make up only two out of five residents of the CMA, and only one out of four residents of the region will have grandparents who lived in Canada. (Douglas Todd: 'Whites to become minority in Metro Vancouver by 2031.' Vancouver Sun, April 1, 2013).

The above impacts the ministry of our district. We cannot simply "accommodate" our brothers and sisters from overseas. The largest church by far in our LPD and the EFCC is a Korean-Canadian church! We welcome, embrace, and learn from them! We have added to our district board both a Chinese Liaison and Korean Liaison, and have made both our structures and procedures flexible to prevent barriers to them. When visiting, we seek to be both culturally sensitive and welcome the traditions, "styles" and heritage that they bring. I believe that both the LPD and EFCC are

well positioned for this, and the next superintendent will need to both embrace and reflect the changes and opportunities before us.

Within the CMA, most churches have multiple staff and reflect the above diversity.

Our “island” churches are for the most part rural and are pastored by solo pastors. Some of these are part-time, and some of these are in their senior years. In the future, it may be necessary for the next generation of pastors to be bi-vocational or to have some other means of support.

Currently, the LPD consists of a total of thirty-six churches and two church plants. Our churches have a total of more than 90 pastoral staff, in addition to other employees, and attendance (pre-covid) was more than 7000.

As the district has grown, so has the ministry of superintendent. When I began in this role, much of my ministry was simply to be a pastor to pastor and a resource to churches. We were then twenty-one churches, and much of the task was to connect and to begin building relationships and trust. Over the years, as we have grown in the number and diversity of churches, as well have added church plants, and with these advisory committees, missionaries, the role has become more complex and has required more administration. A major revision was made to the superintendent position description in 2013, and this has been continually revised since then. We seek to align ourselves with the mission of the EFCC, and to this end, to provide care, and timely and relevant resources to those we serve.

As the LPD enters a new chapter, it will again be an opportunity to “reset” the ministry of superintendent to begin with the number and diversity of churches and the number of staff that we have, and to plan to grow from there. My prayer is that the mission and values will remain, as the leadership and delivery of services will change.

As I write this summary, the EFCC is hoping to approve a revision to our structure and constitution at our May 15 EFCC Annual Meeting. I am supportive of these initiatives, and more clearly defined working relationships, but do not see this changing the function or ministry of the district or superintendent. As I have written this summary, I have been reminded again that the birth of the LPD was an initiative of districts collaborating to better serve their mission and their churches, and this began before there was an EFCC National Office. As I look to the future, I am thankful for the renewed sense of mission and teamwork within the EFCC.

Rev. Robert Stewart  
District Superintendent

## Appendix 2

### Evangelical Free Church of Canada

#### Statement of Faith

***God's gospel originates in and expresses the wondrous perfections of the eternal, triune God.***

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

***God's gospel is authoritatively revealed in the Scriptures.***

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavour should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

***God's gospel alone addresses our deepest need.***

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

***God's gospel is made known supremely in the Person of Jesus Christ.***

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

***God's gospel is accomplished through the work of Christ.***

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

***God's gospel is applied by the power of the Holy Spirit.***

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

***God's gospel is now embodied in the new community called the church.***

7. We believe that 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 manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

***God's gospel compels us to Christ-like living and witness to the world.***

8. We believe that 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 care for one another, compassion toward the poor and justice for the oppressed. 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 gospel in word and deed.

***God's gospel will be brought to fulfillment by the Lord Himself at the end of this age.***

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ with His holy angels when He will bring His kingdom to fulfillment and exercise His role as Judge of all. This 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 mission.

***God's gospel requires a response that has eternal consequences.***

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

## Appendix 3

### Lower Pacific District of the Evangelical Free Church of Canada

#### Mission and Vision Statement

##### *Mission*

By God's grace, we, the Lower Pacific district of the EFCC exist to **encourage** and **resource** our **growing family** of churches to **reflect** Jesus Christ.

- ◆ **encourage** - as to come alongside.
- ◆ **resource** - as to serve through providing and sharing resources of personnel, counsel, finances and shared resources.
- ◆ **growing family** - family is warm, but can be seen as static - we need to look to be trusting God for growth!
- ◆ **reflect Jesus Christ** - what we as God's people are called to.  
*"And we, who with unveiled faces all reflect the Lord's glory, are being transformed into his likeness with ever-increasing glory, which comes from the Lord, who is the Spirit." (2 Cor. 3:18).*

##### *Vision*

**Core Ideology: "If we stop being about this, we stop being."**

- ◆ **We are here to serve.** We accept that we are not in a position of authority "over" our churches. Our "success" is measured through assisting district churches and church plants toward fulfilling their mission. When they "succeed," we succeed.
- ◆ **We are here to encourage and resource.** Our "success" will be enabled through establishing healthy relationships and trust, and providing relevant and timely resources.
- ◆ **We are here to grow.** Growth is not our goal, but growth as disciples and in numbers will be the outcome of healthy churches and leaders.
- ◆ **We are here to reflect Christ.** Our prayer is that Christ would be reflected, both within our churches and to the world. Our message is authenticated by our witness. (2 Cor 3:18; John 13:34,35).