

ESQUIMALT UNITED CHURCH COMMUNITY OF FAITH PROFILE

February, 2025

Here's how some members describe our faith community:

- Warm welcome, people feel a part of the community quickly
- Music (humour, hymn choice, good integration with service, uplifting, joyful singing)
- Involvement opportunities
- Unpretentious
- Respect for diversity / change
- Inclusiveness
- Children's Ministry
- Connections with people / Rainbow Kitchen
- Authenticity of people
- Highly recommended
- Proximity/physical location
- Strong lay participation / opportunities to use individual gifts
- People and their stories – receive support from church family
- Sense of belonging
- Theological openness
- Diversity
- Spiritual/social warmth
- Progressive/searching growth
- Time for possibilities to unfold
- Congregation participation – lots of community involvement
- Worship is invigorating / personal growth
- Spirit is tangibly present (amplified by preaching, music, worship); we leave rejuvenated/full of hope
- Strong lay participation, culture of commitment/caring
- Feeling that we all can participate
- No one obviously “in charge” / flat governance structure
- Baseline commitment to social justice/inclusiveness
- Entrance point for everyone
- Loving community within structure/Holy Manners
- Moving past dogma into spirituality
- Sense of continuous pastoral care
- Forgiving congregation
- Perfect imperfection
- Growth, accepting perspectives, encourage participation
- Resilience where there are challenges but we are still carrying on
- Open to different ways of doing the service/prayers
- Environment (care for the planet); local effort to reduce junk

Our Mission Statement:

Esquimalt United Church is a congregation of the United Church of Canada that offers opportunities for spiritual nurture, learning, service and celebration as we to promote justice within community, both locally and beyond.

Our Vision is to be a church committed to:

- spiritual development
- being vibrant, accepting, inclusive and diverse;
- the integration of social justice and community outreach into our life as a faith community;
- being good stewards as we continue to value financial and environmental sustainability

Our Values are:

- to be welcoming to everyone
- to encourage questions and openness to change/transformation
- to respect all people
- to have respect for the earth and the environment
- to translate personal faith into action

Our Beliefs are consistent with the New Creed of the United Church of Canada.

We have been without a full-time minister since January, 2023. Since then, there have been periods of part time ministries interspersed with vacancies during which lay teams led all the worship services. Esquimalt United has a history of strong and plentiful lay leadership and values a collaborative relationship with ministry personnel.

The strong lay leadership is present every Sunday as the readings and Prayers of the People are done by volunteers. We have five lay worship teams that continue to lead services periodically and the congregation has expressed the desire to hear the variety of voices and experiences.

We have 4 teams [(Steam – Spiritual Team), Stamp (Property and Assets), Trustees, and Ministry & Personnel] that together look after matters of governance and they report to the Official Board. All groups within the church liaise through one of these teams.

We have a highly proficient and enthusiastic support staff that consists of a Administration and Facilities Coordinator, and Office and Rental Administrator, a caretaker and a music director.

Our adult congregation ranges in age from mid 90s to early 20s as well as a very small number of children, mostly pre-schoolers and a couple of elementary school age. Children are encouraged to take active roles in worship services. We have been engaging young adults from the broader UCC community to assist us with this endeavour.

Music plays an important role in the celebration of worship at EUC. Our music director is very accomplished and brings a thoughtful approach to creating a sacred acoustic space in which to encounter Spirit. He leads several musicians and singers who gather in the sanctuary to practice before worship - giving all congregation members the opportunity to learn new pieces and to join

in familiar songs as they are practiced. The use of both traditional and contemporary music is enjoyed by young and old alike.

Many members who come to EUC live within 3km of the church building. But many others travel a long distance to be members of this church family. A considerable number either bike or walk to church or use public transit. Since the closure of Pilgrim United Church in Colwood, there are several members who make the 15 km commute to attend EUC.

We post the video of our weekly reflections on our website (www.esquimaltunited.com) along with highlighting our ministries and posting upcoming events and news stories. Our Facebook page (Esquimalt United Church) is used to promote our activities as well as inspirational and thought-provoking articles in line with our stand on justice issues.

With a significant number of elderly members in the congregation, pastoral care plays an important role. A small trained group plus the minister does pastoral care visiting, with the Minister taking an active role. Pastoral Care Training has taken place and plans are underway to increase the number of participants.

Study and discussion groups are well attended. A group meets every Sunday afternoon to discuss their personal reading on progressive Christian topics, as well as studying a book together. Monday mornings a group meets to talk about topics raised during the previous day's service. A monthly Wisdom Circle comprised of both church and non-church members meets to share the challenges of daily living. A more recent addition has been the Death Café, an evening opportunity provided about every 6 weeks for people to talk about death and dying. This is well attended by the broader community with a few congregation members attending as well. A real openness exists for sharing our faith not only with other U.C. members but with other faith communities.

We are finding ways to reach into our community. We host family dances periodically where our music director gathers some of his local fellow musicians for a live band. Every month we hold a free toy and clothing exchange. Twice a year for the past several years we have hosted a 4 week 'Aging to Saging' workshop series for the larger community. The facilitators were originally funded through a UC Pro-Vision Fund Grant and now continues successfully by a Pay-it-Forward Donation Method. Coffee break/refreshment sales at Buccaneer Days are great for fundraising, fellowship and being in the community. Walking in our local Buccaneer Days and Christmas Light parades as well as joining with the larger Victoria United Church presence in the Pride parade give us good exposure. We have a mutually beneficial relationship with the Rainbow Kitchen, an autonomous soup kitchen that rents our church hall and kitchen in order to serve up to 10,000 free breakfast and lunch meals every month. In the wider city we are supportive of Our Place, the U.C. Campus Ministry and Esquimalt Neighbourhood House. Support for the Mission and Service Fund is encouraged with monthly M&S stories during worship and we consistently exceed our yearly budgeted goals.

Another recent venture is our participation in the Victoria Contemplative Network wherein we host twice monthly meditation opportunities as well as workshops on learning to meditate.

The EUC Justice Team is a small, committed group advocating for social and environmental justice. Working as much as possible in partnership with other church and community organizations, they advocate for Indigenous rights, a just peace in the

Middle East, a sustainable environment, and support for the vulnerable in the local community. Methods include letter-writing campaigns, presentations to Esquimalt Municipal Council, joining with others in walks and demonstrations, hosting all-candidates meetings, selling Zatoun products to support Palestinian farmers, and making the congregation aware of justice-oriented events and programs. Some members work in justice-oriented projects outside of the church, such as Madres de Nicaragua and Elders for Ancient Trees.

The church is located on four adjoining city lots. Our sanctuary was built in 1913 with an adjoining Christian Education building built in 1964. The buildings are structurally sound but require continuing maintenance. A church vegetable garden attracts the interest of neighbours and reflects our commitment to respect the earth and our environment. Fresh produce grown is used by the Rainbow Kitchen.

We have a variety of local organizations that rent our space for their community programming. These include AA groups, local clubs, and a Francophone Pre-School.

HISTORY

Originally established as a Methodist Church in 1911, the first services were held in the Soldiers' and Sailors' Home, Esquimalt/Admirals corner. A decision was made to purchase property at the corner of Lyall St. and Admirals Road. The Esquimalt Naval and Military Church opened at that location on September 11, 1913.

In 1925 the congregation joined the United Church of Canada and served both the civilian and military communities until WWII when the Military appointed their own Chaplains.

From 1930 -33 ministry was shared with James Bay United Church. From 1933-54 the church was served by Supply Ministers and full time Ministry began in 1954.

The congregation has fluctuated through the years. In a community where the largest employer is the military, it is expected that some of our young families will be with us for just two or three years and often the summer cadets are here for one short season. Other fluctuations are caused by lifestyle changes which see a majority of families with both parents working and many single parents. Recreational activities increasingly involve both the young and older folk during time that has been traditionally been set aside for worship creating challenges to meet spiritual needs outside the Sunday Worship service.

The most painful cause of loss of members is nearly always through disagreements. During most of our more than 100-year history, dedicated parishioners have worked, studied and worshipped in harmony together. These times of transition have helped us to look at and cherish our history, deal with our past differences and train leaders to recognize conflict, accept it as a natural part of our interaction with each other and to treat all ideas with respect.

The Covid-19 pandemic was a trying time for all, but, also an opportunity to pivot to electronic productions of services and communication via Zoom. Finally, there was the return to in-church

worship, so that services and events are now available in person or electronically to people who are unwell, shut-ins and friends at a distance.

In recent years, however, the congregation has shown great resilience in maintaining spirituality and vibrancy to worship in community as we worked towards becoming a sustainable congregation. We have achieved that goal. We have been blessed with new young adherents, families with young children and transfers from other congregations.

COMMUNITY

The Township of Esquimalt is one of thirteen Municipalities which comprise the Capital Regional District of Victoria. Situated approximately 5 kilometers from downtown Victoria it enjoys not only the ambiance and amenities of a small town, - population is approximately 17,500 - but also has easy access to all the arts, culture, museums and entertainment that the larger city has to offer.

The character of the town is largely defined by water, having the Salish Sea (Strait of Juan de Fuca) as a southern border and the Esquimalt Harbour on the western side. The harbour is home to the Pacific Naval Fleet at CFB Esquimalt - the town's largest employer - and also to the largest non-military graving dock on the Pacific Coast of the Americas.

A wide variety of housing options exist within the township. These include single family homes, apartments, condominiums, seniors and subsidized housing and senior's residential homes. For the many military families who are stationed at Esquimalt there are three areas of military housing. West Bay Marina is the location of a growing community of float homes and an RV. Park. A large mobile home park is situated on First Nation's land bordering the town. The housing options attract a diverse population mix which add character and colour to community life.

Within a 4 km radius the community is well serviced with five sizeable grocery stores; several pharmacies; doctors' clinics; walk-in treatment centre; dental clinics; a variety of restaurants and fast food outlets. Other service providers include optical, dry cleaner, laundromat, bakery, barber and hairstylists.

Besides a number of pre-school and day care facilities, there are four schools in the town. Macaulay Elementary (K-5); Rockheights Middle School (6-8); Esquimalt Secondary (9-12) and Ecole Victor Brodeur (Francophone K-12). The Secondary school has a challenge programme, chef training and band programmes. Camosun College (two campuses offering both academic courses and trades training), the University of Victoria and Royal Roads University are easily accessed by public transport and cycling routes.

Esquimalt is a truly family-oriented community. This characteristic is very evident during Buccaneer Days (May), farmer markets (2 locations), summer RibFest, summer Music in the Park and the annual Christmas Lights Parade.

Recreation is important to the life of any community and Esquimalt is well-served with some excellent facilities. The Recreation Centre houses a 25M pool; fully equipped fitness centre; a

gymnasium and facilities for a wide variety of programmes. An arena, curling rink, lacrosse box, soccer pitches and ball diamonds are all centrally located. A large public library is located behind the Town Hall. Facilities exist for boat launching and an 18-hole golf course attracts keen golfers year-round. A number of fine parks exist within this small community from large oceanside expanses to tiny hidden jewels.

Financial Viability Review

Community of Faith: Esquimalt United Church

Date: December 31,2024

1. Do your expenses exceed your revenues?

Year	Revenues	Amount given through envelopes	Amount given through PAR	Expenses	Do expenses exceed revenues? (yes/no)	Bank balance at end of year
Current year: 2024	\$216,679	\$55,844	\$48,446	\$191,606	No	\$66,559
One year ago: 2023	\$198,908	\$50,692	\$42,976	\$168,217	No	\$74,964
Two years ago: 2022	\$217,553	\$44,493	\$43,516	\$207,181	No	\$56,952
Three years ago: 2021	\$195,782	\$45,415	\$45,651	\$196,832	Yes	\$35,671
Four years ago: 2020	\$187,110	\$42,908	\$44,686	\$184,771	No	\$43,897
Five years ago: 2019	\$199,229	\$46,100	\$35,870	\$189,616	No	\$41,372
Six years ago: 2018	\$211,956	\$38,093	\$35,583	\$210,449	No	\$41,357

Comments:

Please include any comments you think are pertinent to your consideration—renovations, special fundraising, money that comes in as revenue but you really don't have use of because it goes out to organizations, GICs, term deposits, memorial fund, support of M&S, no minister, or minister on sabbatical. These comments help you understand why expenses might grow one year and revenues another.

2018 – Completed and installed solar panels that feed generated electricity back into the grid

Mission & Service money:

2021: \$7,596

2022: \$6,957

2023: \$8,189

2024: \$11,914

A recent financial statement is appended to this document.

2. Payroll Costs:

At present we have called or appointed the following paid staff:

Minister: 24 hours per week

Secretary: 16 hours per week

Custodian: up to 8 hours per week

Other (youth, Sunday School, etc.): 8 hours per week - for Musician/Children Leader

Cost of payroll (\$ paid plus employer contributions (EI, etc.) for everyone.

Current year: 2024	One year ago: 2023	Two years ago: 2022	Three years ago: 2021	Four years ago: 2020	Five years ago: 2019	Six years ago: 2018
\$71,568	\$80,873	\$117,922	\$122,774	\$125,311	\$113,481	\$116,864

From 2018 – 2022 the minister’s payroll cost was budgeted at full-time at Category F.

The minister left in January, 2023. A supply minister was appointed in May/23 but went on sick leave in September. Worship services for the other months of the year were led by lay teams and weekend pulpit supply. This arrangement continued for January – April, 2024 when a supply minister was appointed at 60%.

3. Have you experienced a deficit for more than two consecutive years in the last five years? - NO

4. Are there any outstanding loans? No

5. Do utilities, maintenance, and repairs exceed 25% of revenues? No

Year	Utilities (Power & Water)	Fuel	Maintenance	Total	Exceeds 25% of Revenues (Yes or No)
Current year: 2024	\$10,590	\$8,321	\$22,132	\$41,043	No
One year ago: 2023	\$9,088	\$8,626	\$15,742	\$33,456	No
Two years ago: 2022	\$7,805	\$8,704	\$8,870	\$25,379	No
Three years ago: 2021	\$8,662	\$6,767	\$13,653	\$29,082	No
Four years ago: 2020	\$7,243	\$5,494	\$9,090	\$21,827	No
Five years ago: 2019	\$8,657	\$5,246	\$11,917	\$25,820	No
Six years ago: 2018	\$6,858	\$4,9216	\$34,915	\$46,695	No

. How many contributors support your congregation?

Current year 2024	One year ago: 2023	Two years ago: 2022	Three years ago: 2021	Four years ago: 2020	Five years ago: 2019	Six years ago: 2018
94	68	78	70	65	99	94

7. How many people would you have in each age group this year?

0-20 years	10
21-30 years	4
31-40 years	4
41-50 years	0
51-60 years	2
61-70 years	14
71-80 years	24
81+ years	12

8. Is there a reliance on a few generous contributors where 50% of the revenues come from one or two contributors? NO

Contributors and Givings

Annual giving	Number of givers: Current year 2024	One year ago: 2023	Two years ago: 2022	Three years ago: 2021	Four years ago: 2020	Five years ago: 2019	Six years ago: 2018
\$0-\$100 \$1-499	25	29	n/a	35	32	58	51
\$101-\$500 \$500-999	10	8	n/a	7	6	15	16
\$501-\$1,000 1,000-1,999	20	16	n/a	19	16	15	15
\$501-\$1,000 2,000+	14	13	n/a	13	12	11	12
\$1,001-\$5,000							
\$5,001+							

n/a – data is not available due to transfer of Envelope Secretary responsibility

9. Have you taken part in a stewardship project (campaign) in the past two years?

No project

Letters to congregation when we have the need

Regular information and letters sent to all members and adherents

Program such as Called to Be the Church with information during worship, letters, and a request for commitment

Program and information presented at a congregational get-together

All-member visitation

Other: Numerous reports from Treasurer, at Services and our special times, a current “thermometer” of givings versus goals always displayed in the socializing hall.

If you did, what were the results? More people signed up for PAR giving. Our community responds well to clear and direct requests.

Have you encouraged members, yearly or more regularly, to increase PAR givings? Yes

No

10. Please list any investments, special funds, and other monies your community of faith holds. What are the rules/restrictions around the use of those funds?

Administered by Trustees, as of December 31,2024

- Chequing: \$3,275
- Savings: \$10,732
- Term Deposits: \$211,405

The Trustee accounts have increased by almost \$60,000 in the last five years.

Money from an ongoing legacy gift has been received for the last eight years, with no time limit going forward. It is administered by the Victoria Foundation, and has averaged \$21,000 annually for the last 5 years. There are no restrictions on these funds, having been designated “for the greatest need.”

Having examined your current financial situation, you will want to examine the minister’s salary schedule (www.united-church.ca/leadership/church-administration/ministers-salary-schedule-and-cost-living-groups) and work with your treasurer to determine the cost of ministry personnel at different increment categories. This will include salary, allowances, and employer contributions to government plans, pension, and benefits. Your treasurer will perhaps understand these tools more clearly than members of the search team:

- *The United Church of Canada provides Budgeting Tools for Treasurers on the General Council website for both ministry personnel and lay employees. Go to: www.united-church.ca/leadership/church-administration/budgeting-tools-treasurers.*
- *Please note that in addition to the employer costs noted in the tables in these United Church tools, there are employee and employer premiums for Employment Insurance and Canada Pension Plan. (Tables for these costs are available on the Canada Revenue Agency website: www.cra-arc.gc.ca)*

THINKING ABOUT THE DATA YOU HAVE COLLECTED

The covenant with a minister that you call is seen to be at least a three-year commitment. Show how you will be able to meet that commitment.

We have budgeted for a part-time (70%) Level F minister's salary. We have "met the payroll" for the last ten years and more, and expect to continue to do so going forward.

OBSERVATIONS

Treasurer's observations: There are two constant miracles at Esquimalt United Church for my 14 years as treasurer. One is that rentals have covered all the building costs for all 14 years. The other is the consistent generous support of folks who attend as well as several folks who do not attend but simply support Esquimalt United Church.

Search team's observations (if separate from above):

Regional council's observations (optional):

RECOMMENDATIONS

Now that you have all of this information, what is your plan for ministry (ministry stream, highest category you feel you can afford, full- or part-time), and how are you planning to pay for this ministry for at least a three-year commitment?

Recommendation of search team, treasurer, and governing body:

We continue to budget for a part-time (70%) Level F minister.

YES: Our community of faith is viable to call/appoint a minister in Category F for 28 hours per week.

Real Property Worksheet

Please list all church property including manses, building lots, or other property held separate from the church land and building. Include the street address.

NONE

Congregational property is sometimes listed in the name of one of the denominations that formed The United Church of Canada. Has the title for these properties been confirmed as being properly held as the property of a congregation of The United Church of Canada?

Yes _____

No _____

Cemeteries

Please list all cemeteries including any previously connected with the congregation and no longer operated by it. Please include cemeteries of congregations who may have amalgamated or from existing congregation.

NONE

Name of Called/Appointed Minister or Pastoral Charge Supervisor: _____

Date: _____