

VCRC  
VICTORIA CHRISTIAN  
REFORMED CHURCH

# Church Profile

## INTRODUCTION

VCRC is a '70-years-young' congregation emerging from the impacts of the COVID pandemic concurrent with our previous pastors' return to their home province of Ontario in January 2021. In the Spring of 2022 a Search Team surveyed the congregation with a questionnaire, compiled the results, then followed up with council discernment sessions and congregational focus groups.

Reflecting on our strengths as a church: *"Our greatest strengths and gifts lie in individual relationships and support that reflects true caring for one another, a real desire to help each other especially during COVID-19. We are generous in our financial giving. We appreciate the gifted musicians who work well together to make our worship services joyful and talented technicians who make live-streaming possible."*

Problems with which we struggle include finding ways to connect with our community: *"We are an aging congregation with too high a percentage of members who are over fifty. This makes it difficult to find leaders/volunteers. The younger generations are missed, especially the loss of children. Fallout from the pandemic has left us with fewer in-person attendees. It has also made it difficult to connect in Bible study groups. We worry about long-term sustainability and struggle with differing views on the Human Sexuality Report."*

Search Committee: Now that our church profile is complete, the next phase of our search for a pastor can begin. Our Search Committee represents the generations in our church and the hopes and dreams expressed at our visioning meetings. *"We are excited to be at this next stage. May God already be preparing the heart of our next pastor(s) to join us."* From a letter to the congregation by the VCRC Council Chair, September 2022

*"May God already be preparing the heart of our next pastor(s) to join us."*



## SEARCH COMMITTEE

Leon Grootendorst  
Jordan Litke  
Heather Marsman  
Ken Oldenburger (Chair)  
Fran Slofstra  
Jacob van Rhyn

Committee as a whole Email:  
[searchcommittee@victoriacrc.org](mailto:searchcommittee@victoriacrc.org)

## CLASSICAL CHURCH COUNSELLOR:

Pastor Willem Delleman  
[wdelleman@gmail.com](mailto:wdelleman@gmail.com)

## SPECIALIZED TRANSITIONAL MINISTERS:

Neil & Virginia Lettinga  
[nvlettinga@yahoo.ca](mailto:nvlettinga@yahoo.ca)



## CHURCH DEMOGRAPHICS

Average Sunday attendance: 100

Active adult professing members: 190

Age of Church members:

0-11: 11%  
12-18: 5%  
19-24: 7%  
25-34: 5%  
35-49: 9%  
50-65: 18%  
65+ : 45%

Percentage belonging to the congregation

Less than 5 years: 3%  
5-10 years: 3%  
10 years or more: 94%

Composition of the congregation:  
Monocultural

Racial/ethnic composition of the congregation:

96% Caucasian  
4% other

Occupation:

6% Business  
22% Professional  
6% Trades  
4% Stay at home parent  
2% Agriculture  
44% Retired  
11% Student  
4% Other

VCRC is one of two Christian Reformed Churches in the area. We share special services and some ministries/ projects with Christ Community Church.

*Saanich is a growing inner ring suburb of Victoria, BC with a population of 120,000. The church building is in a highly visible location just off a major highway.*

### PASTORAL HISTORY CHURCH FINANCES CHURCH RESOURCES

VCRC's Last 3 Postings:

Revs David & Brittney Salverda (2011-2020)  
Rev John Heidinga (2001-2009)  
Rev Henry Jonker (1987-1999)

Church Finances:  
Financial statements are available – just ask!

The Church Building:

The worship space easily seats 350 –400 in two aisle pew format. We recently invested in livestream cameras and equipment to extend our reach beyond our four walls.

Pastor and staff offices, the library/council room, a kitchenette, washroom and a spacious foyer complete the upstairs. Downstairs finds the fellowship hall (rented out for before and after school care), nursery and toddler rooms, Sunday School rooms, washroom and kitchen.

There is no parsonage. We share our property and parking with both campuses of Pacific Christian School.

## COMMUNITY DEMOGRAPHICS

Racial/ethnic composition of the surrounding community:

77%	Caucasian	2%	Filipino
8%	Chinese	1%	Black
5%	South Asian	1%	Korean
3%	First Nations	1%	Latin American



Saanich is the 7th largest municipality in BC, one of thirteen municipalities that make up the Greater Victoria area. Greater Victoria as a whole has a population around 400, 000. If you live here, you tell people you live in Saanich, The Westshore, The Peninsula, Oak Bay, Esquimalt, etc. If you are speaking to someone from elsewhere, you'd say you live in Victoria!

Victoria, BC is the capital city of British Columbia, Canada, the seat of provincial government at the Parliament Buildings. Situated on the southern most region of Vancouver Island, we're a 20 minute flight from Vancouver or Seattle (or a scenic ferry ride to the Lower Mainland of BC or Olympic Peninsula of Washington State.)

The VCRC community has members from the entire Greater Victoria region, though around 60% of attendees live within a 10 minute drive of the church building.

The largest employers in the region are the provincial and federal governments. (The Pacific Naval Fleet is based here.) Other major employers are a thriving Tech sector, three area hospitals, and post secondary institutions (including the University of Victoria, Camosun College, Royal Roads University). Victoria is a popular tourist destination, and the tourist industry and accompanying restaurants, hotels, etc. are a large part of the area's economy.

Victoria has a mild climate and sports and outdoors activities are enjoyed year round. We are an active community, with many parks, hiking and cycling trails and networks and recreational opportunities. The ocean is 20 minutes away or less no matter where you live.



*The church building on a beautiful Spring morning.*

## WORSHIP

The worship leader and the pastor work together on the Sunday liturgy.

Worship services contain a blend of contemporary praise songs and traditional hymns; pastors and worship leaders have quite a bit of freedom to shape the liturgical elements.

A Worship Action Team meets regularly with the pastors to plan for special services, reflect on what's worked well (or not) in recent services, and to communicate these plans to council and worship volunteers.

A committed group of volunteer worship team leaders, singers, musicians, livestream, media and sound technicians show up each Sunday. (Against the grain of the statistical church demographic, these volunteers are as young as mid teens and as old as early 70's. We are thankful they share their gifts in worship.)

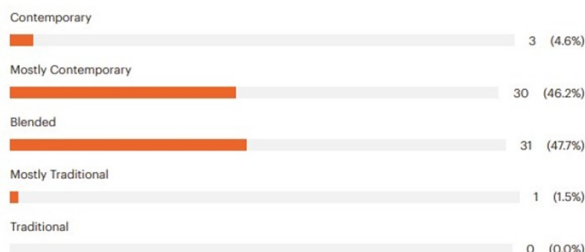
## THE POSTING

The position is currently for a full time solo pastor (or husband/wife team).

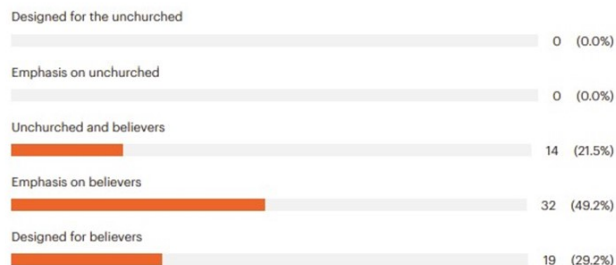
VCRC is open to both men and women pastors.

More information, including a job description, will be added to this section soon.

"In our church, the style of music used in the worship service is [Contemporary ↔ Traditional]"



"In our church, the worship service is designed for [Unchurched ↔ Churched]"





## OUR UNDERSTANDING OF THE RELATIONSHIP BETWEEN THE LOCAL CHURCH AND THE CHRISTIAN REFORMED DENOMINATION:

The local church has autonomy in finance, administration and programming, but affirms doctrinal decisions made by the denomination as a whole during Synod.

In our congregation, we are dealing with the impacts of decisions made at Synod 2022 on our members.

The local churches support broader mission and service initiatives administered by the denomination.

## SOME OF THE CULTURAL CHALLENGES FACING CHRISTIANS AND THE CHRISTIAN CHURCHES TODAY:

VCRC respondents feel the status of LGBTQ+ members in the Christian Reformed Church has led to increasing polarization.

## MORE FROM THE NARRATIVE...

**Reflect on our passions as a church:** “We have a real desire to worship and praise God together with Biblical teaching and preaching. We also have a strong desire to explore the potential of our facility for newer and different outreach to our community near and far.”

**What have been the three most important events in the history of your church?** “We established a Christian School. We birthed a daughter church (Christ Community Church). The Alpha program in the early 2000s brought in new believers.”



**What has been the most interesting and challenging event in the life of your church in the past three years?** “We lost our pastor team during COVID-19 and experienced the challenges of the pandemic, i.e. vaccinated vs. unvaccinated, masks vs unmasked, lack of direct interaction and connection between members and the special challenges experienced regarding attendance of our children. We had a difficult conversation about LGBTQ+ at our 2019 congregational and educational meeting and are now dealing with opposing views of the Human Sexuality Report, attempting to model the importance of kindness, love, and the ability to listen in a Christ-like manner.”

*Mary reads of God's promises and prays them over a new mom at a baby shower in the church foyer.*

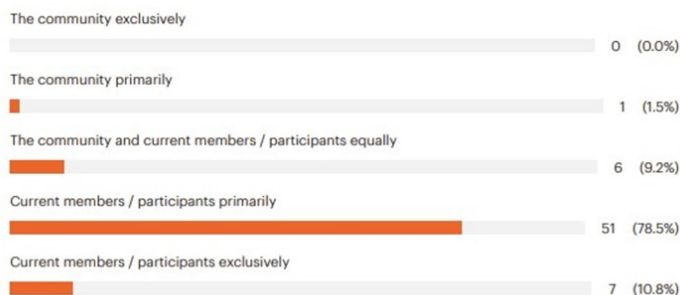
## CHRISTIANS OF REFORMED ACCENT

When asked, “Describe what being Christians of Reformed accent means to you” we answered, “It means an all-encompassing worldview that reveals a covenant-making, covenant-keeping God. We are saved by grace and our whole lives fit into God’s loving plan. The Holy Spirit guides us in a way that lines up with scripture. We express our Reformed faith in our lives more than in our words.”

## CHURCH MINISTRY FOCUS

78.5% of those surveyed believe that VCRC’s ministry focus is primarily those who already attend. The general consensus is this needs to change.

“Presently, the focus of our church’s ministry is [External ↔ Internal]”



## MAJOR GOALS

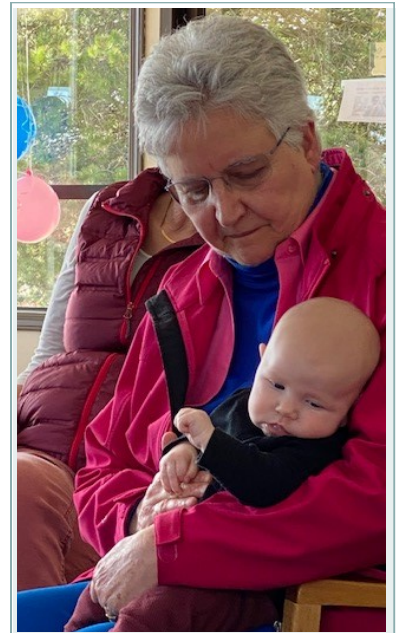
The major goals that this congregation has set for itself or opportunities the congregation anticipates.

**We are working with PCS (Pacific Christian School) on a new campus design (Victoria CRC church building sits in the middle of the school campus).**

**We want to attract more young people and families and help them flourish in their faith.**

**We have a desire to reach out and serve our community.**

Over the last year VCRC also explored the possibility of a merger to make one Christian Reformed church in Victoria. Christ Community Church felt the time for merger was not right for them at this time. It has, however, inspired conversations, connections and opportunities for future shared special services, joint ministry and service opportunities.



*“We love the opportunities to connect well across the generations.”*

## LEADERSHIP STYLE, DISCIPLESHIP, AND EVANGELISM STRATEGIES

“In our church, leadership is generally provided by the [Congregational Members ↔ Pastoral Staff]”



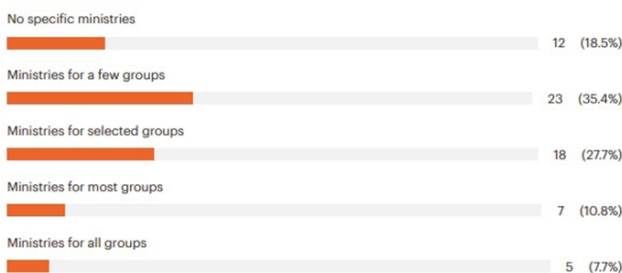
60 % of survey respondents feel that leadership at VCRC is shared well, but the church is lacking in formal discipleship practices.

Sunday school for the children is ramping up after an extended Covid hiatus and children's messages have been incorporated into the Sunday morning services.

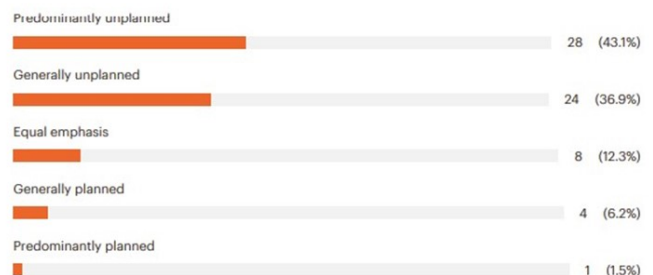
There is an active inter-generational group doing text based Bible study post-service twice a month.

For most members of the congregation discipleship is informal.

“Our church seeks to encourage spiritual growth through [Informal ↔ Formal]”



“In our church, evangelism strategies and methods are [Unplanned ↔ Planned]”



### VCRC COUNCIL

VCRC council currently has 9 elders and 6 deacons who serve for 3 year terms.

Congregational care is distributed between 5 'districts' and a Senior Care Team.

Executive council meets the first Tuesday monthly to set the agenda for Consistory, who meet the second Tuesday monthly.

Deacons and Elders meet separately within a week of the Consistory meeting.

### VCRC COMMITTEES

VCRC has active committees and action teams for Administration, Counting, Library, Personnel, Safe Church, Social, Worship and Visual Design.

### VCRC MINISTRIES

Bi-Monthly/Monthly: Deacons' Fellowship Nights, Nursery, Seniors' Coffee, Sunday School, Young Adults Worship Nights

## MORE DETAILS

The salary range VCRC will offer our new pastor is based on the CRC Minister Compensation Survey for our area.

VCRC offers a housing allowance, matches contributions to the Ministerial Pension Plan, provides a medical benefits plan, budgets for continuing education funds, has a Sabbatical Policy, negotiates Annual Vacation weeks (minimum 4) and non-preaching Sundays.

VCRC has a Personnel Committee whose members are committed to supporting ministry and administrative staff. They also conduct staff evaluations and maintain the VCRC Staff Handbook.

As our Church Profile develops, this section will be updated with more specific information. Feel free to reach out with any questions you may have.



*"Through the Holy Spirit's power, we seek to enfold each other and our neighbours in the good news of Jesus Christ and encourage one another to live lives of grateful obedience. By being faithful to this calling, we trust that God will build His Church and use it for his glory."*

661 Agnes Street  
Victoria, BC  
V8Z 2E7  
Phone: 250.479.5124

Search Committee  
E-mail: [searchcommittee@victoriacrc.org](mailto:searchcommittee@victoriacrc.org)

Office Administrator:  
E-mail: [office@victoriacrc.org](mailto:office@victoriacrc.org)



**VCRC**  
VICTORIA CHRISTIAN  
REFORMED CHURCH

## CONTACTING THE SEARCH COMMITTEE

Email the committee as a whole:

[searchcommittee@victoriacrc.org](mailto:searchcommittee@victoriacrc.org)

Members are:

Leon Grootendorst  
Jordan Litke  
Heather Marsman  
Ken Oldenburger (Chair)  
Fran Slofstra  
Jacob van Rhyn

Leave a secure voicemail for the Search Committee  
with the VCRC Office Administrator: 250-479-5124.