

VCRC
VICTORIA CHRISTIAN
REFORMED CHURCH

Church Profile

INTRODUCTION

VCRC is a '70-years-young' congregation who have survived three+ years of uncertainty and are now tentatively hopeful for what God has for us next. Jan 2021 our pastor team of 10+ years returned to Ontario. In 2022, with Transitional Ministers' support, we had a Search Team, council discernment sessions and congregational focus groups. That council pressed pause on the Search Committee's work as in 2023 we were asked to consider selling our building and lands to the flourishing Christian School we founded decades ago (80% yes vote). That sale to PCS means we have flexibility and financial resources to dream where God's calling us to use them, and we are transitioning to being a core tenant of the building we used to own. Concurrent to the PCS conversations, we worshipped with a sister congregation once a month, and contemplated dissolving and then joining them (66% no vote). **Now, VCRC is working with Thrive to determine mission and ministry moving forward together, and looking for a pastor to join the journey.**

Our 2022 survey noted these struggles: *"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 & Vision: Our Search Committee works closely with our Visioning Committee (member overlap) to ensure coherence in the process of finding a new pastor. The Visioning Committee will soon survey the congregation, and are exploring first drafts of new vision "Excited to Follow Jesus" and what that means for the Mission of VCRC.

Developing Vision: "Excited to Follow Jesus"



SEARCH COMMITTEE

Ramona Blyleven
Leon Grootendorst
Trish Huber
Henry Kuyvenhoven (Chair)
Heather Marsman (Secretary)
Beth Anne Masselink
Wilf van Donkersgoed

Committee as a whole Email:
searchcommittee@victoriacrc.org

CLASSICAL CHURCH COUNSELLOR:

Pastor Willem Delleman
wdelleman@gmail.com

PREVIOUS SPECIALIZED TRANSITIONAL MINISTERS:

Neil & Virginia Lettinga
nvlettinga@yahoo.ca



CHURCH DEMOGRAPHICS

Average Sunday attendance: 75-100

Active adult professing members: 151

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 Recent Postings:

Interim Pastor Rev. Bert Slofstra
(May 2023-Jan 2024)

Transitional Ministers Neil & Virginia Lettinga (2021-2023)

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: Now owned by Pacific Christian School, licensed use back @ \$1/year.

The worship space easily seats 350 – 400 in two aisle pew format.

Pastor and staff offices are exclusive VCRC use. The library/council room, kitchenette, washroom and a spacious foyer complete the upstairs and are shared use. Downstairs finds PCS Administrative Offices, fellowship hall (tenanted before and after school care), nursery and toddler rooms, 2 Sunday School rooms, washroom and kitchen.

There is no parsonage, but we have creative solutions and mechanisms for good housing options.

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

Age demographics of the surrounding community:

Ages 0-14	9%	Ages 15-24	10%	Ages 25-34	19%		
Ages 35-49	20%	Ages 50-64	18%	Ages 65-84	20%	Ages 85+	4%

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 is the capital city of British Columbia, Canada. The seat of provincial government is here 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.



Young Adults serving in worship.



The church building on a beautiful Spring morning.

THE JOB DESCRIPTION

We are seeking a Pastor who will preach and teach scripture to show the saving grace of Christ Jesus, thus equipping us to love God, love one another and reach out to those who do not yet know Him.

The preferred applicant is a strong communicator, a humble listener, and a passionate believer. Our new pastor will be a mature Christian trained at Calvin Seminary (or a similar institution) who has been ordained in the Christian Reformed Church. The position is open to both men and women pastors, as well as husband and wife teams.

There are many congregants with a long history at VCRC. We are seeking a pastor to challenge and grow the faith of these members who are steeped in Reformed teachings. However, we also are seeking a pastor to preach to new believers as they grow in their faith. The preferred applicant has a heart for outreach and building relations within the surrounding community.

WORSHIP

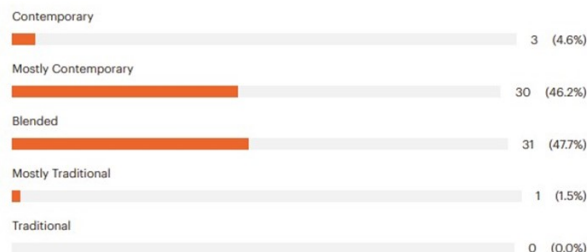
Worship services contain a blend of contemporary praise songs and traditional hymns; pastors and worship leaders have quite a bit of freedom to shape the liturgical elements.

We've recently hired a part-time Worship Coordinator. He, the worship leader and the guest pastor work together on the Sunday liturgy.

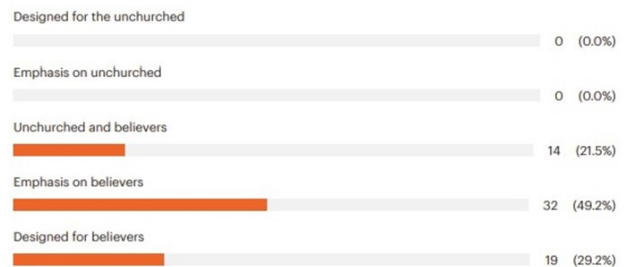
Historically, a Worship Committee (serving elder as member) met with with the Worship Coordinator and pastor to plan for special services, reflect on what's worked well (or not) in recent services, and to communicate these plans to council and worship volunteers.

A small but committed group of volunteer worship leaders, singers, musicians, livestream, media and sound technicians show up each Sunday. (Against the grain of the statistical church demographic, these volunteers are ages 20's-70's. We are thankful they share their gifts in worship.)

“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]”



THE JOB DESCRIPTION CONTINUED...

PASTORAL DUTIES

Preaching and Worship

- Prepare sermons from a Reformed perspective that are relevant, authentic, and challenge the audience to grow and develop as Reformed Christians.
- Work with the Worship Coordinator and worship teams to develop weekly services that are faithful to God, aligned with Reformed doctrine, and engaging to worshipers.
- Administer the sacraments of Baptism and the Lord's Supper.



Pastoral Care

- Along with Council, encourage the spiritual development and the gifts of church members, training and equipping them to better love and serve one God and one another.
- Encourage Bible study and prayer by church members.
- Foster spiritual growth and milestones by conducting Reformed faith classes, professions of faith, and baptisms.
- Officiate weddings and funerals, host pre-marital counselling, and provide emergency pastoral care.
- Carry out personal pastoral care visits as required and work with the Senior Care Team to provide spiritual care to elder church members.
- Encourage and challenge the congregation to reach out to the larger community.

Leadership and Discipleship

- Lead staff, volunteers, and congregants to develop a vision and mission for Victoria Christian Reformed Church.
- Provide leadership and insight to Council to refine the mission and vision of the church.
- Lead the congregation in understanding and carrying out this mission within the church and the broader community.
- Model Christian maturity and encourage individuals and families to grow in their faith as fellow Christians.
- Collaborate with the Elders to provide pastoral care to the congregation.
- Foster a spirit of welcome and inclusion at worship services.
- Inspire and encourage church members to utilize their gifts and to be active members of the congregation.

Administrative Responsibilities

- Participate in Council, Elder, and Congregational meetings, reporting on pastor initiatives and activities.
- Represents VCRC at Classis meetings, updating Council on Classical discussions and decisions.
- Coordinate with and guide other ministries as appropriate.
- Work with VCRC administrative staff.
- Participate in Professional Development activities, recommending learning and training opportunities for Council and the Congregation.
- Provide guidance and insight as VCRC works with Pacific Christian School on a new campus design.



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.

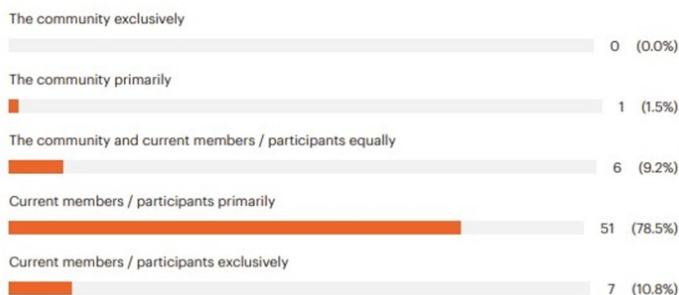
CHRISTIANS OF REFORMED ACCENT

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

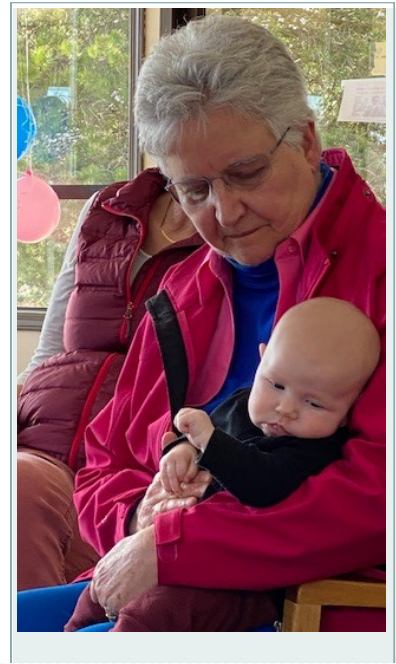
The major goals that this congregation has set for itself or opportunities the congregation anticipates.

We 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.

We are at the table with PCS (Pacific Christian School) as they plan a new campus design (The church building sits in the middle of the school campus).

Over the last year and a half, VCRC also explored the possibility of dissolving to make one Christian Reformed church in Victoria. We voted 66% in favour to continuing as a congregation, but some are disappointed the two churches are not unifying and uncertain about our future. However, there are still shared special services, joint ministry and service opportunities with our sister congregation (Christ Community Church).



“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]”



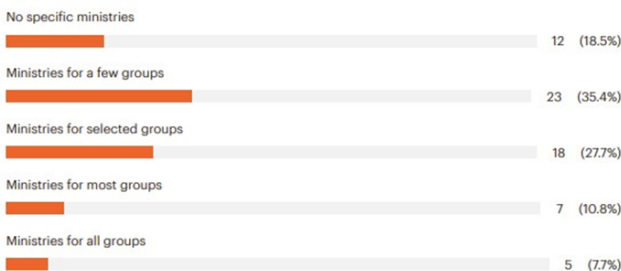
60 % of survey respondents feel that leadership at VCRC is shared well, but the church is lacking in formal discipleship practices.

Sunday school for children age 3 through Grade 5 has been headed by a committed elder (term ending June 2024), but volunteers for this and other ministries are thin.

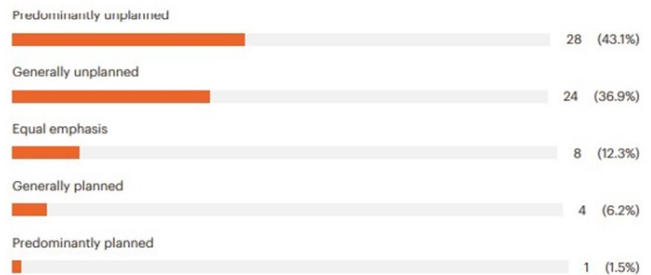
We currently do not offer youth group programs, and a few families with youth aged children have left for other churches.

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 COMMITTEES

VCRC has active committees for Administration, Counting, Library, Pastor Search, Personnel, Safe Church, Social, Worship, Visioning and Visual Design.



VCRC MINISTRIES

Book Club, Deacons' Fellowship Nights, Nursery, Seniors' Coffee, Sunday School, Young Adults Volleyball, Women's Bible Study.



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VCRC COUNCIL

VCRC council currently has 6 elders and 6 deacons who serve for 3 year terms. Congregational care is distributed between 4 'districts' and a Senior Care Team.

Council meets the second Tuesday of each month to deal with the church's ministries and operational or administrative committees, and any decisions which require both elders and deacons.

Elders (Consistory) meet on the third Tuesday of the month. It is concerned with the spiritual life of the congregation, including worship, visits and the preaching of the word.

Deacons (Diaconate) meet on the third Wednesday of the month. The deacons care for the physical and financial well being of the congregation and also direct any special collections or gifts to other organizations.

“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 about 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.”

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.

Feel free to reach out with any questions you may have.

CONTACTING THE SEARCH COMMITTEE

Email the committee as a whole: searchcommittee@victoriacr.org

Members are:

Ramona Blyleven, Leon Grootendorst
Trish Huber, Henry Kuyvenhoven
Heather Marsman, Beth Anne Masselink
Wilf van Donkersgoed

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