



FIRST HAMILTON

CHRISTIAN REFORMED CHURCH

Candidate Package

PASTOR OF FAITH FORMATION AND
COMMUNITY ENGAGEMENT

MISSION STATEMENT

To serve our communities by enfolding one another with the Father's love, making disciples of Jesus, and being sent by the Spirit for the renewal of our city to the glory of God.



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CORE VALUES

Steadfast Prayer

The good news of Jesus Christ has the ability to renew the world. Through prayer, we can participate with God in that mission. We are committed to prayer in all aspects of our communal and personal lives, for without prayer, we can achieve nothing.

Servant Hospitality

The church is a sign and foretaste of the Kingdom of God for all people to see. Following Christ's example, we demonstrate hospitality by welcoming and enfolding those who seek a place to belong, extending ourselves as neighbours within our communities, and pursuing justice in our city, so that all people may flourish through God's grace.

Transformative Worship

In worship, God's people encounter the living King of Creation, and are called to live according to his Kingdom. Worship is a public event in which God's people declare his reign, and by which we are transformed into a people who point to and demonstrate the good news of scripture by our daily lives.

Active Discipleship

Jesus' primary calling for the church community is to become his disciples, and to make disciples in his name. We expect every member of the church to be actively committed to being shaped by scripture and prayer, engaging with the community of believers, and participating in the church's ministry to make more disciples of Jesus in the world.

Generous Stewardship

In gratitude for the gifts God has entrusted to us, we are committed to creatively empowering each member to engage the mission of the church with their wealth, time, and other resources. This core value is also expressed in our commitment to generously collaborate with other churches and agencies as we work for Christ's renewal in our city and world.

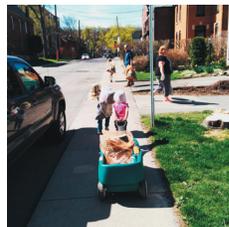
A BIT ABOUT OURSELVES

- First Hamilton CRC is a multi-generational, urban congregation rooted in the Kirkendall and Durand neighborhoods of Hamilton, ON.
- We have 120+ children under 18 years old
- Our current Membership by birth year:

| | |
|-------|-----------|
| 0-11 | 85 |
| 12-18 | 39 |
| 19-24 | 14 |
| 25-34 | 39 |
| 35-49 | 83 |
| 50-64 | 39 |
| 65+ | 69 |



- 40% of our households live downtown; 40% live on the “mountain”; 20% live in outlying communities
- 70% of our households live within 5km of the church building; 95% live within 10km of the church building
- We have active university student engagement from McMaster University and Redeemer University College
- We are situated near downtown Hamilton, close to numerous revitalization areas, including Locke Street South, James St. North (Art Crawl), and Westdale



OUR JOURNEY UP UNTIL NOW

- We began in 1925 as a mission, officially organized in 1929
- We participated in 8 church plants during our history
 - 1934 Holland Marsh CRC
 - 1950 Fruitland CRC
 - 1952 Mount Hamilton CRC
 - 1953 Burlington CRC
 - 1954 Calvin CRC (Dundas)
 - 1969 Bethel CRC
 - 1977 Ancaster CRC
 - 2006 New Hope Community CRC
- We helped launch Calvin Christian School, Hamilton District Christian High, and Redeemer University College
- In 1974 we helped start Homestead Christian Care (now Indwell) to address housing and support needs of those living with various long-term mental health challenges.
- In 1977 we called the first CRC campus minister for McMaster University
- In 1982 we started our weekly Friendship Club, serving adults with intellectual disabilities
- After a decade of declining membership, we voted in 1989 on whether to close our doors, move south of town, or stay in the current location. The congregation recommitted to staying in this location.
- We joined the TrueCity movement in 2004, “churches together serving the city”
- We completed a building renovation in 2013, which won attention from the City of Hamilton and local news outlets for our commitment to the city and to building preservation
- We initiated a Christians Against Poverty Debt Centre in 2015
- In 2018 we launched our GEMS and Cadets program
- In 2020 we received the Vital Worship Grant that was used to enrich our understanding and practice of the Lord’s Supper.
- In 2022 we joined Care Impact to support and care for the needs of those in our local community.

WHAT WE'RE UP TO TODAY

Our ministries at glance:

Discipleship and Leadership

Library
Learning at First
Evening Talks
Church Leadership development
Small Group
Coffee Break
Drop in and Play
Book Studies

Community Engagement

Games Night
TrueCity
CareImpact
Christmas Hampers
Food Drives
Friendship Program
CAP - Christian's Against Poverty
Alpha
Refugee Committee

Worship and Fellowship

Choir
Aesthetics Team
Readers
Worship Teams
Worship Planners
AV and Projection
Ushers and Greets
Coffee after Church

Youth Ministries

Nursery
Children and Worship
Sunday School Youth
Group Catechism (Belong) GEMS & Cadets

Congregational Care

Senior's Ministry
Workout Group
Shalem Congregation Assistance Program
Pastoral Care
New Mother's Ministry
Quilting Group
Safe Church



A quick look at the CAP Debt Centre



Christians Against Poverty (CAP) partners with churches to help them reach vulnerable people in their local communities with practical help and the love of Jesus. They do this through CAP Money Courses and CAP Debt Centres. In 2015, our church partnered with CAP to provide both of these services.

Our CAP Money course is a practical tool to help people get their finances under control. It is a money management course that teaches people budgeting skills and how to use a simple, cash-based system. The goal of the CAP Money Course is to prevent debt. We have a team of trained volunteer money-course coaches who lead the course.

Our CAP Debt Centre offers free credit counselling for people who are trapped in the cycle of debt. When clients come to us, they are met with non-judgement by our CAP debt centre manager, along with a volunteer befriender from our church. Through the financial expertise of CAP, who is an accredited credit counselling agency, we offer advice and a budget for our clients to get out of debt, and then provide the tools needed to help them achieve that. As our clients are working their way out of debt, our church offers community, help with practical needs, and support. Our CAP Debt Centre is run by a part-time church staff member and includes 75 church volunteers.

Our Worship Culture

We believe that worship ought to be a transformative practice for people of all ages. This means that we have to be extremely intentional about the ways that we worship together, including and appealing to people of all ages and cultures. We still have a long way to go in this and lots to learn, but over the last number of years we have incorporated a liturgically rooted style of worship; this is reflected in the style of music, following the lectionary and paying attention to the seasons of the church year. From encouraging the development of young readers and musicians, to intentional storytelling and child friendly Lord's Supper liturgies, we are encouraging active participation in worship. We have also worked hard to encourage involvement behind the scenes through our worship planners, liturgists and aesthetics team. An intergenerational approach has worked its way into the culture of our worship.

LOOKING AHEAD

Faith Families

Many of the members of First Hamilton have been wondering about the place of the church community between Monday and Saturday. How do we live together when we are not worshipping together? How can we live together through the week in a way that fulfills our vision and mission in the city? This has led us to the development of a vision of a communal way of life, called Faith Families, built on gathering together in the name of Jesus. Faith Families meets people where they are at and invites them into a deeper relationship with God through prayer and reading the Bible, a stronger relationship with others at church through formal and informal gathering in smaller groups, and serving our city through a common mission. Faith Families hasn't officially launched, mostly due to the COVID-19 pandemic. But we look forward to discovering how God will continue to show himself to our community through this way of life.

Community Engagement

The neighborhood around our church has changed drastically in the last decade. What was previously an area known for its affordability and the number of government subsidized housing units has become one of the wealthier neighborhoods in Hamilton Downtown. However, in the midst of gentrification, there still exists an extensive number of families and individuals that struggle financially, relationally, or both. We believe God is leading us to reach out to these vulnerable populations through our Christians Against Poverty Debt Center, a new partnership with Care Impact and an almost entirely community attended Friendship program. All of these initiatives have enabled us to build relationships with marginalized people in our community, seeking to help in tangible ways and see the gospel give hope to all.

COVID-19 Response

As we continue to move out of the pandemic and navigate the new normal, we do so with grateful hearts. Throughout the COVID-19 pandemic, we have found ourselves extending patience and dedication as we have worked to balance pursuing our mission in worship and ministries with our need to follow public health guidance and respect each other's comfort levels regarding increased social interaction. Conversations around tense and divisive subjects such as vaccine passports and capacity limits have been navigated with grace and love. We are hopeful that the ways that we have learned to live together in the midst of difficult conversations will continue to bless our community as we move forward.

First Hamilton Christian Reformed Church
Pastor of Faith Formation & Community Engagement Job Description

First Hamilton CRC is a flourishing, intergenerational congregation looking for a co-pastor to join the Pastor of Spiritual & Congregational Care by providing leadership for Faith Formation for all ages, encouraging and equipping members to reflect God's love in their relationships outside the church, as well as sharing the tasks of preaching, teaching, and pastoral care.

We are seeking to build a team of ordained co-pastors who will work closely together to lead First Hamilton CRC. The pastoral staff will function as a team, sharing the work of ministry by cultivating faithfulness to our mission and vision, contributing insight, abilities and time, and empowering the congregation to participate in the mission of Jesus through unique individual vocations and contexts.

The Pastor of Faith Formation & Community Engagement is a full-time position directly accountable to the Council of First Hamilton CRC for the performance of duties.

The Job Description for the Pastor of Faith Formation & Community Engagement outlined below provides the pastor and the local office bearers a framework for accountability as the pastor carries out their responsibilities as the Minister of the Word.

PT. 1: CONGREGATIONAL RESPONSIBILITIES | 60%

All Pastors are expected to work as a team providing mutual encouragement, learning and support to each other. Pastoral staff will meet weekly to coordinate ministry and share each other's workloads.

Faith Formation, Discipleship and Mentoring Leadership (30%)

The Pastor of Faith Formation & Community Engagement will have the primary responsibility of facilitating spiritual formation through education, leadership development, and the support of various church ministries.

First Hamilton believes that God desires people of all ages to be continually growing in their faith. This is a deeply Reformed vision. As we seek to continually live into this, the Pastor of Faith Formation and Community Engagement would frame our vision of discipleship and faith formation within a Reformed theology and worldview by strengthening, the congregation's missional identity and core values, their spiritual disciplines of members and adherents, and their public witness of members.

1. Casting vision for discipleship of all ages within the congregation
 - a. Lead in communicating and launching the Faith Families model of ministry. (Faith Families is a ministry goal to encourage discipleship and faith formation of our

- congregants with their neighbours through the sharing of meals, prayer, and time together.)
2. Equipping and developing leaders for faith formation
 3. Facilitate spiritual formation by training and mentoring people at critical moments of their faith journey such as:
 - a. Profession of Faith
 - b. New Members Class
 - c. Educational Ministries: Sunday School, Cadets, Gems, Youth Ministry

Worship and Prayer Leadership (20%)

The Pastor of Faith Formation & Community Engagement will be responsible for preaching 12-25 times per year in collaboration with the Pastor of Congregation & Spiritual Care.

1. Lead the congregation in public and private worship by
 - a. Cultivating transformative worship in collaboration with Consistory, the worship committee, worship planners, liturgists, and musicians
 - b. Preaching Biblical, Christ-centered sermons
 - c. Drawing from the creeds and confessions of the CRCNA
 - d. Providing resources for personal and family prayer and worship throughout the week
2. Lead the congregation in the celebration of the Lord's Supper by
 - a. Making the Lord's Supper celebration a central and formative moment for the congregation
3. Collaborate with the Pastor of Spiritual and Congregational Care in leading the congregation in the sacrament of baptism by
 - a. Making the Baptism celebration an important and formative moment for family and congregation
4. Support prayer ministry by
 - a. Providing support to prayer initiatives
 - b. Serving as a liaison between individuals in need of prayer and the prayer team as needed

Pastoral Care Leadership (5%)

1. Collaborate with the Pastor of Spiritual and Congregational Care to clarify the mission of First Hamilton CRC in all leadership and congregational life and to keep First Hamilton accountable to its mission in all governance and ministry.
2. Provide pastoral advice and direction in discerning and responding to the Spirit's leading to individuals, to groups within the church and to the office bearers

Congregational Care Leadership (5%)

1. Provide pastoral care and support to members in times of personal, family or faith crisis
2. In collaboration with the Pastor of Spiritual & Congregational Care to circulate throughout the congregation every two years in providing personal contact and care specifically focused on youth.
3. Engage elders and deacons in pastoral care as needed, specifically focused on youth.

PT. 2: COMMUNITY ENGAGEMENT RESPONSIBILITIES | 25%

The Pastor of Faith Formation and Community Engagement at First Hamilton CRC will have the primary responsibility for facilitating the development of practices of hospitality, increasing our capacity to serve our neighbours, and supporting our missional activities.

Neighbourhood and Community Responsibilities (20%)

1. Outreach
 - a. Identify the current degree of outreach/community engagement within the church
 - b. Develop and encourage opportunities that will assist members to share the good news, be good neighbours and reflect the gospel in their engagements in their workplace.
2. Seek missional collaboration with other faith communities through our partnership in the True City Network.
3. Be lead pastor with Deacons, Missionary support team, CAP, Care Portal, Refugee Committee and Friendship program.
4. Support mission trips and local outreach initiatives
5. Serve as the representative of our church at select municipal functions (these functions will be discerned with the help of the consistory) and engagement with local organizations and communities.
6. Be present in the immediate neighbourhood around the church site on a regular/weekly basis

Covenantal Partnership Leadership (5%)

1. Serve as a pastor delegate at CRCNA Classis meetings 1-3x annually
2. Serve the CRCNA in committee work with the discernment and approval of Council
3. Represent our church in the TrueCity Network (A network of Hamilton churches partnered together for the good of the city.)

PT. 3: PERSONAL RESPONSIBILITIES | 15%

All pastors are expected to be continually seeking to deepen their own faith and trust in God, as well as exploring relevant content and growing as a pastor. We believe that personal spiritual disciplines and responsibilities are essential to a pastor's wellbeing and flourishing in ministry.

Personal development

1. Engage in daily devotion, scripture meditation and spiritual disciplines in order to deepen a personal relationship to God
2. Pursue greater understanding and competency in areas of pastoral leadership, pastoral care and theology, giving greater attention to what is impacting First Hamilton CRC, that are necessary for fulfilling this role
3. Respond to recommendations from Council regarding requested improvements in performance as identified.