



MINISTRY OPPORTUNITY PROFILE

Lead Pastor



LIVING **HOPE** CRC

SARNIA, ONTARIO

WELCOME TO LIVING HOPE CHURCH

We are a community of people who believe that all our hope is found not in what we do for God, but what God has done for us in Jesus Christ. His love and grace are foundational for all we do in worship, in our ministries, and for how we live with one another. We hope you will experience that same love and grace along with us.

We are a multi generational church of approximately 125 people. We have been serving the community of Sarnia since 1952.

Living Hope has shared the love of Jesus in word and deed since its inception.

We celebrate our heritage and at the same time desire to expand our reach and be the best church we can be in our community.

We have a desire to reach more young families and the next generation around us.

Living Hope is seeking a Pastor who will lead us in this grander vision of Kingdom-building mission.

The Lead Pastor will collaborate with our leadership to create a strategic vision for the church and will work closely with our leadership to see that vision achieved.



A GLIMPSE OF US.

GOD'S WORD

The Word of God is central, and our understanding of God's Word is nurtured through preaching. We believe it is important to hear all of God's Word, chapter by chapter, verse by verse. Preaching at Living Hope endeavors to proclaim God's Word fully.

OUR WORSHIP

Our services are centered on the Word of God and aim to be joyful, reverent, relevant and formational. Worship is the central part of the covenantal relationship between God and His people. The goal is to glorify the Triune God: Father, Son and Holy Spirit.

Leading and promoting congregational singing is accomplished with various musical instrumentation and is intended to join our voices to create and enhance a cohesive worship service featuring compositions from the 19th century to current day.

THE NEXT GENERATION

We offer nursery for children 0-3 years of age. All Children, JK to grade 3, are invited to join the Sunday School program. They leave at a designated time during the morning worship service, and parents may gather their children from their respective rooms after the service. We also offer a program called Explorers for ages grade 4-8 who are dismissed after the offering. Further, there is GEMS (a ministry for girls), Cadets (a ministry for boys), as well as youth group.

OUR COMMITMENT TO PRAYER

We join in prayer several times during a service. A small prayer group also meets every Sunday morning before the service. A prayer room is also available after the service.

OUR COMMITMENT TO COMMUNITY

After every service we gather in the Fellowship Hall to enjoy refreshments and join in fellowship with other members and any guests in attendance. There are also fellowship dinners, Bible studies, and a thriving connection with the Lambton College student body.

OUR VISION – OUR GUIDING PRINCIPLE

“In the power of the HOLY SPIRIT we will OBEY God, SEEK the lost and DISCIPLE one another in Jesus’ name.”

OUR MISSION – WHAT WE SET OUT TO ACHIEVE TOGETHER

WORSHIP

- Christ-centered
- God-glorifying
- Word-based
- Spirit-filled
- Relevant
- Reformed

MINISTRY

- Encourage each other to develop the gifts God has given us.
- Equip members for ministry.
- Education that strengthens faith.
- Provide fellowship, support and opportunities for spiritual growth for all members.
- Support and encourage our leaders and teachers.
- Focus on reaching out and proclaiming the gospel.
- Showing the mercy of Christ to those in need.

FACILITIES AND RESOURCES

- Encourage faithful giving of our financial resources.
- Foster wise stewardship.
- Provide appropriate facilities for worship and ministry.

OUR VALUES – THE STATEMENTS OF TRUTH THAT DIRECT OUR VISION AND MISSION

- Jesus Christ is Lord and Saviour.
- The Bible is the infallible Word of God.
- Salvation is by grace alone, to all who believe in Jesus Christ.
- Human life is precious to God.
- Believers’ lives are to be Christ-centered.
- The reformed teachings faithfully reflect the Word of God.

OUR CHURCH IS A MEMBER OF THE CRCNA. (<https://www.crcna.org>)

WHAT'S AHEAD FOR LIVING HOPE?

Over the past 2 years Living Hope has enjoyed a close relationship with our sister church, First CR Church. In mid-2025 the two churches began a dialogue about the potential of coming together. The sense was that the combined churches would be stronger together, enjoy greater ability to meet the needs and opportunities around us and demonstrate the unity of the Spirit to the community around us. In the fall of 2025, a congregational survey was conducted with both churches participating. The data indicates a strong desire to merge with a sense of hopefulness and expectation.

At this point First CR Church does not have a pastor, and it is expected that our new pastor would give oversight to the new work should the merger take place.

OUR COMMUNITY

Located at the mouth of the St. Clair River on the shores of Lake Huron, the community of Sarnia is known for its beautiful waterfront, pristine beaches and wonderful parks. Just a short drive from London, Ontario, the community boasts a host of recreational opportunities, state-of-the-art healthcare, excellent education paired with a high standard of living and mild climate.

Sarnia, with its 72,000 residents, is home to over 1,000 acres of parkland and 40 km of trails in addition to 4 golf courses, 16 art galleries, 6 museums, and 3 theatres across the County. An excellent Christian school is next door to us with a lot of crossover between us.

Sarnia is a community propelled by leading science and innovative collaboration. The Western Sarnia-Lambton Research Park, Bio Industrial Innovation Canada and Lambton College are among the leaders building an innovation bridge to a new economy in this beautiful waterfront community.

Sarnia enjoys one of the warmest climates in Canada. The great outdoors awaits in this 4-season City where residents enjoy swimming at public beaches in the summer, strolling through woodland trails in the fall, snowshoeing in winter, and visiting our gardens and parks in the spring. Here you will find some of the best produce available in Canada – farm-fresh and appealing to food lovers of all ages and pallets.

Enjoy the slow pace of a small city setting. Sarnia is a friendly community that leaves you feeling welcomed and calm.

Housing is 20% or more affordable than other larger markets in southern Ontario.

Sarnia has everything you might ever need in your new hometown.

DOES THIS SOUND LIKE YOU?

- You have a deep love for Jesus and an abiding passion for His Church. You are a person of integrity and character.
- You have an enduring passion to see people grow deeper in their walk with Jesus.
- You desire to reach the next generation and young families for Christ.
- You are a deep and critical thinker with a creative and problem-solving aptitude.
- You are not content with the status quo and want to move the mission forward for greater Kingdom expansion.
- You are a relational person who wants to bring your very best to the ministry of Living Hope Church.
- You are a self-starter who also works collaboratively and enthusiastically with others.
- You are encouraged by the potential of two churches coming together for greater spiritual impact.



WHAT WE BELIEVE

- The Scriptures of the Old and New Testaments are the inspired, infallible Word of God, the only authoritative and sufficient rule for faith and life. (2 Timothy 3:16–17; Belgic Confession, Article 2–7)
- There is one eternal, sovereign God, who exists in three co-equal persons: Father, Son, and Holy Spirit. (Nicene Creed; Belgic Confession, Article 8–11)
- Jesus Christ, the eternal Son of God, became fully human while remaining fully divine. Conceived by the Holy Spirit and born of the virgin Mary, He lived a sinless life, offered Himself as the perfect sacrifice for sin on the cross, rose bodily from the dead on the third day, ascended into heaven, and will come again in glory to judge the living and the dead. (Heidelberg Catechism, Lord's Days 11–19; Belgic Confession, Article 18–26)
- All humanity, descended from Adam, is fallen into sin and corruption, totally depraved, and unable to save itself. We are guilty before God and deserving of eternal punishment. (Canons of Dort, Head 1; Heidelberg Catechism, Lord's Days 3–4; Belgic Confession, Article 14–15)
- Salvation is by the sovereign grace of God alone, through faith in Jesus Christ alone. God elects, calls, justifies, sanctifies, and will glorify His people according to His eternal purpose. This faith is a gift of God, worked by the regenerating power of the Holy Spirit, leading to repentance, forgiveness of sins, new life, and perseverance to the end. (Canons of Dort, Heads 1–5; Heidelberg Catechism, Lord's Days 20–31; Ephesians 2:8–9)
- The Holy Spirit, the third person of the Trinity, dwells in believers, unites them to Christ, applies the benefits of redemption, produces the fruit of godliness, equips them for service, and builds up the church. (Heidelberg Catechism, Lord's Days 20, 53; Belgic Confession, Article 11)
- The one holy catholic (universal) church is the body and bride of Christ, gathered and preserved by God throughout history. In the local church, believers receive the sacraments of holy baptism (administered to believers and their children as a sign and seal of God's covenant promises) and the Lord's Supper (a means of grace confirming our union with Christ and fellowship with one another). The church is called to proclaim the gospel, make disciples, and live as a covenant community under the lordship of Christ. (Belgic Confession, Articles 27–35; Heidelberg Catechism, Lord's Days 25–31)
- Christ will return personally and visibly at the end of the age to raise the dead, judge the world in righteousness, consummate His kingdom, grant eternal life to the redeemed in the new heavens and new earth, and consign the unrepentant to eternal separation from God. (Belgic Confession, Article 37; Heidelberg Catechism, Lord's Day 19; Apostles' Creed)



ROLE OVERVIEW

As the Lead Pastor of LHC you will share the lead teaching and preaching ministry. You, along with our leadership, will be responsible for overseeing all ministries at LHC, developing a strategy for growth, and implementing a plan for recruiting and developing leaders. You will connect with new people and journey with them in finding their place at LHC. You will teach and develop a team of teachers to facilitate the various groups at LHC as well as any new ministry offerings.

CORE RESPONSIBILITIES

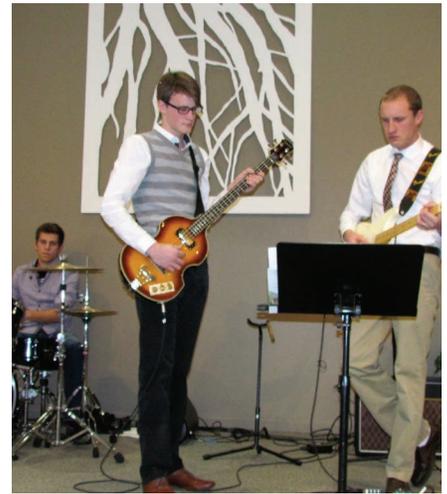
You will...

- Encourage individuals to take ownership of their spiritual growth while providing facilitation and tools to resource them in the discipleship journey.
- Clearly convey what spiritual growth genuinely looks like to all members and group leaders.
- Focus on building up ministry leaders as you:
 - Influence Christ-like character and conviction in the leaders themselves.
 - Equip group leaders in the areas they will need to lead prevailing and fruitful ministries.
 - Support leaders as they care for those serving in their ministries.
- Create a leadership pipeline to ensure that new leaders are constantly being recruited, trained, and retained.
- Stay connected to the broader church body to have a knowledge base of those who are not involved in deliberate spiritual growth and regular community.
- Develop our Next Generation ministries.
- Provide a system for pastoral care to the LHC family.
- Lead our weekly worship services.



EXPECTATIONS AND OUTCOMES

- Your leadership will see an ever-deepening level of spiritual growth among our congregation.
- You will be known for igniting new approaches and embracing kingdom opportunities that bear gospel fruit.
- Your leadership will result in an increasingly effective volunteer team that is enthusiastic and deeply committed to the fruitfulness of LHC.
- Your leadership will make a significant contribution to the number of people connected in meaningful community at our church. You will lead us in embracing our community in tangible ways.
- Your leadership will clearly demonstrate the character and competency required to be the Pastor at LHC.



QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His Church.
- 2) Full alignment with our Statement of Faith.
- 3) Canadian ministry experience or familiarity with the Canadian church.
- 4) Strong leadership, team development and interpersonal skills.
- 5) Formal theological training from an accredited institute.
- 6) Experience as a leader in spiritual growth in a setting similar to LHC.
- 7) Alignment with Reformed (Calvinist) traditions.
- 8) A willingness to complete a Predictive Index Assessment and an APEST Profile.

SEARCH DETAILS

Steve Adams of Adams and Co. has been engaged to lead the search process for Living Hope Church.

Steve has over 3 decades of local church leadership experience. He spent 12 years as lead pastor of one of the largest multi-site churches in his denomination with a staff of 25. Further, he has led parachurch organizations both in the US and Canada and has also launched 2 non-profit organizations. Steve is a continually active leadership consultant and speaker working with churches across Canada. He specializes in pastoral and staff placements based on comprehensive church and leader assessments. He is also involved in leadership coaching for pastors and church boards.

HOW TO APPLY

If you sense interest in this role and would like to have a CONFIDENTIAL conversation with Steve regarding it, he welcomes your call at 519-635-6777.

You may also confidentially submit your resume/CV at steve@adamsandco.org

Further he can be reached by email at steve@adamsandco.org

SEARCH TIMELINE

We will be receiving inquiries and applications until **March 15, 2026.**

ADAMS
&CO CONNECTING
COACHING
CONSULTING



Steve Adams