



# Church Profile

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together  **FAITH**

Spring 2026



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## Who We Are

Immanuel Christian Reformed Church (ICRC), located at 61 Mohawk Road West in Hamilton, Ontario, is a vibrant and intergenerational congregation established in 1959. The church is deeply rooted in the Rolston neighbourhood and continues to foster meaningful relationships while engaging with its surrounding community.

## Mission and Vision

**Our Mission:** To grow in loving God by walking in the Spirit, serving each other, and reaching out to our neighbours.

**Our Vision:** Empowered by the Spirit, we seek a community where all members grow in faith, honour God in worship and daily life, build each other up in love, and serve those around us for the sake of God's Kingdom.





## Our History

Immanuel Christian Reformed Church was born out of a season of searching, conviction, and community-building among Dutch immigrant families in Hamilton in the 1950s. Before the congregation even had a name, small groups were gathering in homes, rented halls, and borrowed schoolrooms, navigating theological differences and discerning where God was leading them. Members came primarily from two Reformed traditions – the PRC and Canadian Reformed - and their early years were marked by both collaboration and tension as they wrestled with questions of doctrine, leadership, and identity. By late 1959, a group of members formally organized and were accepted as a new CRC congregation. Over the decades that followed, Immanuel grew through pastoral transitions, the gradual shift from Dutch to English services, and the construction of a significant addition in 1997. Through each change, the congregation held tightly to the meaning of its chosen name: *Immanuel - God with us*. That conviction became the lens through which they understood their beginnings, their challenges, and their calling.

From its earliest days, Immanuel has been deeply woven into the fabric of the Hamilton community. The congregation partnered closely with Calvin Christian School, sharing space for worship, education, and catechism, and maintained warm relationships with neighbouring churches. Members invested in evangelism, youth ministry, Vacation Bible School, and local outreach, seeing their church not as an isolated institution but as a family called to serve its neighbours. As generations came and went, Immanuel continued to emphasize hospitality, belonging, and intergenerational connection—values reflected in its directories, anniversary celebrations, and pastoral messages. Today, the congregation stands as a testament to God's steady presence, carrying forward a legacy of worship, service, and community rooted in the simple but profound confession that has guided it from the beginning: *God with us*.





## **Our Values**

### **Everyone Prays (Prayer)**

We value the spiritual discipline of prayer, both individually and in groups for renewing an intentional relationship with God and empowering the ministry of His church. (Ephesians 3:14-21, 6:8-20; Acts 4:23-37)

### **Everyone Worships (Worship)**

We value meaningful worship that is historic in faith, contemporary in communication, blended styles of music, and roots people in God's Word. (1 Corinthians 11:2-16).

### **Everyone Uses Their Gifts (Gift-Based Ministry/Stewardship)**

We value vision-led ministry that is based on and uses the unique gifts that God has given each one who is a part of Immanuel, helping each other to discover and serve with these gifts of time, talents, and treasures and to care for God's world. (Romans 12:1-8; 1 Peter 4:10)

### **Every Youth Participates (Youth)**

We value the presence and participation of youth and their gifts in worship, ministry and mission, and desire their involvement in vibrant youth programs. (Psalm 127; Matthew 18:1-6, 19:13-15)

### **Everyone Connects (Fellowship)**

We value fellowship that connects people in new relationships, builds up existing relationships, and has a special concern for those who feel unconnected to the Immanuel church family. (Galatians 6:1-2; Romans 12:9-16)

### **Everyone Belongs (Small Groups)**

We value personal growth and development for each individual, young and old, through a variety of effective small group settings. (Hebrews 10:24-25; Galatians 6:1-2)

### **Everyone Points to Christ (Mission/Outreach)**

We value caring for our community and our world by building relationships with and enfolded those we can, sending others out to those we cannot, and meeting needs in our world through personal involvement. (Matthew 28:16-20; 1 Corinthians 15:35-58)

### **Everyone Serves Our Vision (Structure)**

We value a structure that empowers God's people in Immanuel for vision-centered ministry internally and externally. (Romans 14:1-8)



## Living out our Values

### Ministries and Discipleship

Immanuel has an active and vibrant ministry that focuses on building relationships and growing our faith in God. Immanuel uses both of these to engage with members of our local communities. We seek to encourage members of all ages to develop as disciples of Jesus Christ in the church and in the world. Through participation in church education and discipleship opportunities we encourage all members to grow in knowledge and understanding; growing more Christ-like in every aspect of life.

**Nursery** is available for infants to age 3 during the morning worship services.

**Rocks and Roots (ages 3 to grade 2)** takes place during Sunday morning worship services. Children learn stories through action and story. They are then allowed time to explore and create. Children leave part way through the worship service.

**Marvel (grades 3 to 5)** takes place during Sunday morning worship services. Children work through the Marvel curriculum investigating how the Bible relates to their lives as well as practical ways they can demonstrate their Christian faith. Children leave part way through the worship service following the children's message.

**Dive In (grades 6 to 8)** takes place during Sunday morning worship services. Children leave following the sermon to discuss the relevance of the passage as well as what was learned. Dive In questions are available prior to the sermon for them to take notes as they progress through.

**Youth Group (grades 8 to 12)** strives to have a relational youth ministry which is aimed at helping teens build a personal relationship with Jesus Christ. This goal is realized through intentional relationship building, not only within youth group, but with adult members of the congregation through the prayer partner ministry.

**Faith Families** are small intergenerational groups who gather together several times a month for Bible study and fellowship.

**Special Interest Groups** gather together based on mutual interests. These groups include those interested in knitting, sewing, walking, cooking, service through maintenance work, book clubs, etc.

**Boys Club** is for boys in grades 2-8 and meets on alternate Wednesday evenings. Boys from the church and community gather together to learn more about God and His world while developing skills.



**GEMS (Girls Everywhere Meeting their Saviour)** is for girls in grades 2-8 and meets on alternate Tuesday evenings. Girls from the church and community meet together to develop a dynamic relationship with Jesus Christ. Girls develop important life skills, learn to apply the Bible in their lives and participate in service projects.

**Inquirer's Class** meets during the church year and is intended to guide interested persons in understanding what the Reformed faith and Immanuel are about. The class looks at the privileges and expectations of membership in the Christian Reformed Church.

**Refresh Ministry** is an intergenerational group of women who gather together for Bible study and fellowship on a regular basis as well as special fellowship events.

**Men's Ministry** seeks to help men in the community to know Christ and to provide meaningful and uplifting programs for the men of the church to promote growth in their faith walk.

**North of 60** seeks to connect the older group within the church, lend support to each other, promote fellowship and grow in faith together.

**Summer Adventure Camp (SAC)** runs for a week in July. This is an opportunity for us to welcome community members to our church, helping them learn about God through Bible stories, games, and crafts.

**Community Fridge and Pantry** is a permanent fixture beside the church. It is consistently filled by church members as well as ministries in the church as a way of supporting those in our community with food insecurity on an emergency basis.

**Athens Street Community Garden** is a place of community to people in the neighbourhood, giving them an opportunity to grow their own food while interacting with church members, sharing the message of hope through Jesus Christ.

**Friendship Group** is a group of special needs individuals that meets every Thursday evening from September to April. Friendship club meets with the intention of sharing God's love to those in our community, building relationships and being together as an active part of God's family.



## Engaging with other Christian Communities

**Shared Worship Space** - Immanuel CRC is home to the worshipping congregation of the *Hamilton Korean Presbyterian Church* which worships on Sunday afternoons.

**Church Partnerships** - Immanuel has a friendship/partnership with three churches in *Leon, Nicaragua*. The churches share a relationship to engage in mutual prayer, mutual learning, communication, fellowship, and teamwork.

**Faith Promise** - the congregation supports several missionaries and church plant partnerships. The financial support is raised through faith promise pledges, which are over and above the budget and classical/synodical shares.

**TrueCity Network** - Immanuel is a covenanting member of the ***TrueCity Network*** ([www.truecity.ca](http://www.truecity.ca)), a network of churches for the good of the city, which means that our pastors meet together with the core leaders of the network three times per year and from time to time in theological dialogues as well. We participate in activities of the network with other evangelical churches throughout Hamilton, such as the True City Gathering (a conference with worship and workshops), *Ride for Refuge* fundraiser (we support Micah House), and *Cross Culture* (a youth day with worship and mission in the downtown core). Our members are involved in True City in ways that go beyond this, some formally as part of Immanuel, others informally on their own.



## Service and Ministry Teams

**Fellowship Service Team** - Provide opportunities for fellowship to the congregation and visitors through coffee fellowship after the morning service and various fun nights throughout the year.

**Administration Service Team** - Manages the building facilities and finances. The team's goal is to manage the church's assets in a stewardly manner. Our church has been blessed with the ability to pay 100% of our classical and 100% synodical contributions over the past few years.

**Safe Church Service Team** - Ensure that every person knows and feels that they and their families and friends, especially the most vulnerable, will be well-cared for by people. All adult helpers in our nursery, Rocks and Roots, Marvel, and Dive In ministries have undergone vulnerable sector checks and completed Safe Church training.

**Personnel Service Team** - Responsible for giving oversight to the care and well-being of staff and employees of Immanuel.

**Global, Local, Outreach, and Welcoming Ministry Team (GLOWE)** - Encourages us to welcome and enfold those seeking God's love, and to foster relationships with individuals in our own communities and those of our missionaries.

**Worship and Prayer Ministry Team (WPMT)** - Nurture the corporate worship life of the congregation to be inspiring and celebrative, encouraging us to transition from Sunday worship to continued application throughout the week.

**Faith Formation Ministry Team (FFMT)** - Responsible for guiding programs and ministries from infants to young adults through the concepts of the Building Blocks of Faith model and using that framework within each ministry area.

## Worship

"Worship the Lord with gladness; come before Him with joyful songs." (Psalm 100: 2).

We worship at Immanuel through celebrative and intergenerational worship services that take place on Sundays at 10:00 am. Immanuel sings from the heart through strong congregational singing, composed of traditional hymns and contemporary Christian songs, led by a music team or an accompanist on the piano and/or organ. There is a clear emphasis on biblically based preaching and worship that is glorifying to God.



## Church Structure and Leadership

### Council

|                           |                           |
|---------------------------|---------------------------|
| Number of Council Members | 21 (14 elders, 7 deacons) |
| Length of term            | 4 years                   |

### Congregational Care Teams

The primary purpose of congregational care teams is to provide and coordinate care at a variety of levels. Each team is responsible for a member district, and consists of a ministry elder, pastoral elder, deacon, congregational care worker and hospitality worker. With a team approach, both the work of caring for and the responsibility of looking after the needs of all members are shared.

### Elders

Elders are divided into two groups: ministry elders and pastoral elders. Ministry elders are responsible for the spiritual and ministry leadership of the church, while the pastoral elders are responsible for the care of the members within their districts.

### Deacons

The Diaconate is responsible for disbursing the gifts received in a stewardly manner. The deacons work with many agencies within the CRC denomination and within our local community.

**\*\*Full council meets 3 times per year. Consistory and Executive meet monthly. Diaconate and Congregational Care Teams (CCT) meet monthly. Ministry teams meet monthly. Service teams meet sporadically when needed.**

### Current Staff Positions

Co-Pastor: Pastoral Care and Outreach  
Co-Pastor: Faith Formation - Vacant  
Music and Worship Coordinator  
Children's Ministry Coordinator  
Administrative Assistant  
Custodian

## Church Demographics

### Profile of Church Members – 2026

| Category      | Active     | Inactive  | Total      |
|---------------|------------|-----------|------------|
| Confessing    | 246        | 47        | 293        |
| Baptized      | 9          | 18        | 27         |
| <b>Totals</b> | <b>255</b> | <b>65</b> | <b>320</b> |

\*Ages 18 and older

| Category                           | Count      |
|------------------------------------|------------|
| Non-members in district lists      | 14         |
| <b>Total Members + Non-members</b> | <b>334</b> |

\*Ages 18 and older

| Age   | # of Members | Age   | # of Members |
|-------|--------------|-------|--------------|
| 0-10  | 36           | 51-60 | 38           |
| 11-20 | 39           | 61-70 | 76           |
| 21-30 | 39           | 71-80 | 38           |
| 31-40 | 38           | 81-90 | 38           |
| 41-50 | 32           | 90+   | 11           |





## Church Financials

Immanuel CRC maintains a strong financial foundation, characterized by a high level of congregational commitment and transparent stewardship.

**Annual Budget (2026):** \$707,160

### **2025 Financial Obligations Met:**

- Budget: 100%
- Denominational (Synodical) Ministry Shares: 100%
- Classical Ministry Shares: 100%

Financially, Immanuel is disciplined yet generous, consistently meeting its denominational commitments while simultaneously raising significant funds for external relief and local outreach.



## Church Co-Pastor Job Position Description

### Position Type: Full-Time

### Who We Are

Immanuel CRC is part of Classis Hamilton, actively engaged in the community and beyond. We are a resilient, warm congregation of approximately 310 members located on Hamilton's West Mountain and we partner closely with a multi-denominational network of churches engaged in inner-city ministries. Following a review of our current ministry model and demographics, we are seeking a Co-Pastor focused on next-generation growth and equipping our ministry teams and volunteers to thrive.

### The Opportunity

We are seeking a second pastor to serve alongside our current Pastor within a unified, collaborative Co-Pastor model. This role is shaped by two primary ministry pillars:

- **Youth & Family Discipleship:** Provide pastoral leadership that nurtures faith formation from infancy through young adulthood. This includes mentoring youth, supporting parents in their covenantal calling, and building pathways that invite, disciple, and integrate younger families into the life of the church.
- **Nurture and Enable Ministry Teams and Volunteers:** Actively encourage, nurture, equip, enable, and organize lay leaders and ministry teams within the congregation, providing the clear coordination and personal support necessary to sustain our volunteer network and promote a healthy, thriving community life.

### Shared Pastoral Duties

- Preach the Word with theological depth, clarity, and pastoral sensitivity, rooted in Scripture and the Reformed confessions.
- Provide relational pastoral care and visitation to a diverse and intergenerational congregation with grace and sensitivity.



### Core Attributes Needed

- **Collaborative Spirit:** An enthusiastic partner who works closely with pastoral staff, ministry teams, and volunteers to cultivate a deeply unified, team-oriented ministry culture marked by shared purpose, mutual support, Christ-centered service, and effective leadership.
- **Vision & Energy:** A forward-looking leader with a contagious faith, a joyful spirit, and the vision to cultivate vibrant, thriving congregational life and growth.
- **Relational Wisdom & Humility:** A peacemaker's heart with the emotional maturity to navigate cultural and denominational shifts while preserving and celebrating local unity.

### How to Apply

If you feel called to guide a deeply loving congregation into its next chapter, please contact our Search Committee at: [search@immanuelministries.ca](mailto:search@immanuelministries.ca).

Inquiries from Ordained and Non-Ordained (e.g. Commissioned) applicants are welcome.



## City of Hamilton Demographics

Located about 75 kilometres southwest of Toronto, Hamilton is the third-largest city in Ontario with a population of approximately 535,000 residents and is the ninth-largest city in Canada with almost 25% of its residents born outside of Canada.

Hamilton is a Canadian port city on the western tip of Lake Ontario. The Niagara Escarpment, a huge, forested ridge known locally as "the mountain" and dotted with conservation areas and waterfalls, divides the city. The long-distance Bruce Trail runs along the escarpment. HMCS Haida, a naval warship rests on the city's lakefront, and the Canadian Warplane Heritage Museum in the south, traces Canada's military past.

Hamilton is well-known for producing steel, but the industry and job market are changing. Today, major industries in Hamilton include manufacturing, bioscience, medicine and agriculture. Situated in the cluster of highways, train lines and airports that service southern Ontario, the city can be reached with ease by way of many different means.

Hamilton boasts a robust education sector, featuring local universities and colleges.

Calvin Christian School (grades JK to Grade 8) is located directly behind the church. Hamilton District Christian High (Grade 9—12) and Redeemer Christian University College are located a few kilometres away from the church.

Calvin Christian School - [ccshamilton.ca](http://ccshamilton.ca)

Hamilton District Christian High - [hdch.org](http://hdch.org)

Redeemer University College - [www.redeemer.ca](http://www.redeemer.ca)

Mohawk College - [mohawkcollege.ca](http://mohawkcollege.ca)

McMaster University - [mcmaster.ca](http://mcmaster.ca)

City of Hamilton - [hamilton.ca](http://hamilton.ca)





## Contact Information

### Church Information

**Name:** Immanuel Christian Reformed Church

**Website:** [immanuelministries.ca](http://immanuelministries.ca)

**Address:** 61 Mohawk Road West, Hamilton, ON L9C 1V9

**Phone:** 905-385-0662

**Classical Church Counselor:** Rev. Steven Eckersley ([hccrc.pastor@gmail.com](mailto:hccrc.pastor@gmail.com))

### Search Committee Contact

**Email:** [search@immanuelministries.ca](mailto:search@immanuelministries.ca)