



## ALIGNMENT PROFILE

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### **Position: Associate Pastor**

Church: First Christian Reformed Church

Location: Hanford, CA

Lead Pastor: Lambert Sikkema

Reports To: Lambert Sikkema, Lead

Pastor Weekly Attendance: 250

Website: [www.hanfordcrc.org](http://www.hanfordcrc.org)

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## ABOUT FIRST CHRISTIAN REFORMED CHURCH

The First Christian Reformed Church is a healthy, multi-generational church in the Reformed tradition that has been gathering for worship for over 100 years. The congregation is led by Rev. Lambert Sikkema and supported by a dedicated and gifted staff. Now the time has come to add an ordained pastor to the ministry team, one who serves as the Director of Discipleship Ministries.

The Sunday service has been and remains foundational to the life of the congregation. Each week the congregation gathers for worship that is biblically faithful, confessionally reformed and stylistically blended. Sunday services are complemented by dynamic ministries to children and teens, as well as Life Groups for adults.

Life Groups is a nine-week, sermon-based small group program that meets weekly to share, pray, study, support, serve and socialize with one another. The groups discuss how Sunday's message plays out in real life, pray together, and essentially walk through life together. Not only are participants growing deeper with one another and in their relationship with the Lord, they reach out into the community through a variety of Serve Projects.

The congregation is a member of the Christian Reformed Church in North America. The word "Christian" is meant to convey that Jesus Christ is the only Lord and Savior, and the only means of salvation. The word "Reformed" conveys that the congregation hopes to always be in the process of being reformed according to God's Word.





## ABOUT HANFORD

Hanford is a small agricultural town complex of about 55,000 residents situated in the San Joaquin Valley midway between San Francisco, 215 miles to the north, and Los Angeles, 215 miles to the south. Located in the north central portion of the county, the city is 32 miles south of Fresno. Hanford offers a unique blend of old and new, historic and contemporary living environments. While “quality of life” is a term used by many, it is especially appropriate in Hanford where the concern and care of its community members is obvious in the high standards maintained. Hanford is a safe, family-oriented community, truly one of California’s hidden treasures, proud of its historic image and its professional attitude toward growth. It is also the home of Hanford Christian School.



## California





## ABOUT THIS ROLE

The **Associate Pastor** will serve as the **Director of Discipleship Ministries**. He will provide support and direction to the congregation both in terms of shepherding the flock and in empowering the congregation to minister to the least, the lost, and the last. The **Director of Discipleship Ministries** will focus specifically on the role of faith-formation in the congregation and mission outreach to the community.

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

**Preaching:** Preach regularly in conjunction with Lead Pastor.

**Pastoral Care:** Provide pastoral supervision and oversight to all youth related ministries.

#### **Leadership:**

- Provide leadership to develop a comprehensive, sustainable Congregational Care Team ministry program.
- Oversee Life Group leadership team to find, organize, and implement all facets of this program.
- With Lead Pastor identify, agree upon, and implement “Ministry Objectives” addressing individual ministry purposes and needs.
- Coordinate planning for and supervise execution of missional events, programs and projects in the community that specifically involve the youth (through 12th Grade).

**Supervision or Management:** Responsible for the hiring, training, oversight, and retention of all staff positions (paid and unpaid) affiliated with Faith Formation and Discipleship Development.

- In conjunction with Leader Pastor, provide annual training to the volunteers across the board.
- Oversee all efforts aimed at faith formation in the youth of the congregation.
- Provide opportunities for continuing education/workshops for all youth related ministry staff.
- Ensure that Life Groups are fully staffed, trained and motivated toward long-term viability of this vital ministry.





**QUALIFICATIONS:** The ideal candidate for this position ...

- Is a professing and maturing Christian, committed to the "reformed faith."
- Shares First CRC's mission and vision and is motivated to help live out said core values.
- Loves the local church and dreams regularly of all God meant it to be. (Acts 2:17).
- Is highly skilled and is adaptable and able to work in a variety of ministry areas.
- Has an ability to work with and lead adult volunteers.
- Is a self-starter who is able to create and /or build-on to mission focused initiatives to expand the kingdom.
- Is excited to partner with Lead Pastor and other staff in the process of "faith-formation" in disciples.
- Is able to teach the Gospel in a clear and engaging manner.
- Is able to articulate and teach the theological tenets of the Christian Reformed Church.
- Enjoys working with people of all ages.
- Is a skilled teacher and trainer.

**ACCOUNTABILITY:** The Associate pastor is first accountable to Jesus Christ as evidenced by Christ-likeness, obedience, compassion for the lost and poor, and a passion to follow the Great Commission in making disciples of all nations. Then he is accountable to the Full Council via the Lead Pastor.



## OUR MISSION:

### More and Better Disciples

cultivated by living the life of a Jesus follower

MISSION

## OUR VALUES:

### HOPE-DRIVEN

God wins! Knowing the final score inspires us to move forward with boldness, confidence, and urgency for His Kingdom mission. We seek to make a difference in people's lives.

### REAL RELATIONSHIPS

Following Jesus is all about relationships. Therefore, everything we do is built on God's love for us lived out in our love for one another.

### GRACIOUS ACCEPTANCE

Believing all lives are created in God's image, valued and purposed by Him, we follow Paul's most excellent way: in love. 1 Co. 12-13

VALUES



## SUMMARY: THE FIVE C's OF A GREAT FIT

### Character

- A professing and maturing Christian, committed to the "reformed faith."
- Passionate about the mission of the church and motivated to live out its core values.
- Self-starter
- A lifelong learner.

### Calling

- Called by the Lord to serve the local church as a pastor.
- Loves the local church and dreams regularly of all God meant it to be (Acts 1:17).
- Excited to partner with Lead Pastor and other staff in the process of "faith-formation" in disciples.

### Credentials

- Master of Divinity degree from an accredited seminary or equivalent combination of education and experience.
- Ordained (or prepared for ordination) by the Christian Reformed Church in North America (or by a similar denomination in the Reformed tradition).

### Competencies

- Highly skilled teacher and trainer able to work in a variety of ministry areas.
- Enjoys working with people of all ages.
- Able to work with and lead adult volunteers.
- Able to teach the Gospel in a clear and engaging manner.
- Able to articulate and teach the theological tenets of the Christian Reformed Church.
- Ability to speak both English and Spanish is not required but desired.

### Culture

- The culture of an established multi-generational church with Euro-American roots and in the Reformed tradition.
- The culture of Central California whose dynamic blend of rural and city living distinguishes it from its neighbors to the north and south.