

HARDERWYK MINISTRIES

WATERSHED • CELEBRATION • FUSION

The Celebration Community of Harderwyk Ministries gathers weekly for a liturgically oriented gospel-centered worship service.

Through a deliberate worship order, the Celebration community's services seek to shift our hearts and minds away from our daily concerns to focus on our Lord and Savior Jesus Christ. Our liturgy is classical with a strong emphasis on historic music, hymns and choirs that provide a clear connection with the church throughout generations. It is through the familiarity created through by this clear connection that the Celebration community finds refuge from life's busyness and challenges

The Celebration Liturgy has three movements.

Gathering – We are summoned to worship, greet each other, confess our sins and receive words of forgiveness from the scriptures. Gathering is infused with prayers and the receiving of people's offerings.

Word – Opening the Scriptures and proclaiming the good news of the Gospel. The preaching of the Word is complemented with Celebrating the Lord's Table on the 1st and 3rd Mondays of the month.

Sending – Receiving God's Blessing as we are sent forth to live as Christ's Ambassadors.

Vision, Mission, Values & Ministry Model

Vision:

To reach the Lakeshore and beyond with the gospel of Jesus Christ by forming disciples and equipping leaders.

Mission:

To Sow seeds of faith, Grow the faith that has taken root, and Go wherever Christ leads us to be ambassadors of His kingdom.

Values:

Gospel-Centered: We are committed to proclaiming the gospel of Jesus Christ as taught in the Scriptures, and summarized in the Ecumenical Creeds and the Reformed Confessions.

Connected: We are committed to connecting people to Jesus Christ and life giving relationships through worship, discipleship, evangelism, community life and service.

Multipling: We are committed to hearing Gods call to create new entry points into Harderwyk Ministries. We will accomplish this through developing new leaders and employing creative methods to reach people with the Gospel.

Ministry Model (Brief Description)

Harderwyk's three worshipping communities and ministries are united in their commitment to pursuing the above vision and mission, and infusing the adopted values throughout their ministries. This allows Harderwyk to be a ministry driven church that equips people to serve in a wide variety of ways. As a ministry, we are committed to the Bible as the basis for all teaching. We are committed to offering diverse worship expressions that are accessible to a wide range of people, contextually sensitive, and recognizes that people come from a variety of backgrounds. Our three worshipping communities are: Celebration, a liturgical, hymn driven service, committed to bringing new life to its traditional musical roots; Fusion, a contemporary musical expression, with deep ties to the roots of the Reformed faith; and Watershed, an informal, casual, and spontaneous service, committed to meeting each who attend in the place they are at on the road of life.

Harderwyk Ministry's commitment to diverse worship expressions is complemented by commitments to Community Life & Discipleship. Harderwyk offers many "communities", whether in Worship, Community Night, Neighbors Plus, Children's and Youth discipleship, Missions, or a host of other opportunities oriented to discipling people in their relationship with the triune God.

Preaching Philosophy

Our preaching philosophy at Harderwyk Ministries is modeled after Jesus' approach in Luke 24:27: "And beginning with Moses and all the Prophets, Jesus explained to them what was said in all the Scriptures concerning himself." -Luke 24:27

Our preaching is

1. **Gospel Centered:** The Apostle Paul said in Eph. 2:1, "You were dead in your sins." A dead person cannot get to God. God must bring us to life. Therefore, the Gospel is not what we do for God. The Gospel is what God has done for us. Through the perfect life, sacrificial death, victorious resurrection, and glorious resurrection of Jesus, God has made us alive. We do not reduce the Gospel to moralism or legalism. Rather, all preaching must boldly proclaim this Gospel of grace.
2. **Expository:** The purpose of preaching is to help people apply their lives to the Bible, so that they may know, love, and follow God. To that end, we begin and end with the Bible, and we work through it book by book and verse by verse. We also aim to show how it is one integrated story from the beginning to the end. By this method of preaching, we aim to help people learn how to read the Bible for themselves.
3. **Evangelistic:** We preach the Gospel in such a way that demands a response every single week. It is our prayer that God would send not-yet-Christians to church and that in hearing the Gospel proclaimed, they may know and trust Jesus as their Lord and Savior. It is also our prayer that long-time Christians would hear the Gospel in such a way that their lives would be transformed and their faith would come alive.
4. **Collaborative:** At Harderwyk, preaching is not an isolated endeavor. Even with multiple services, we preach the same passage across campus. We have developed a yearly rhythm that ensures that our people are hearing from the entire Bible. We select passages a year in advance so that our children's ministry team can write curriculum based on our passages. We also have weekly sermon planning meetings in which we help make each other better as preachers.

Teaching Pastor Position Description

Overview: The purpose of this position is to provide spiritual leadership and teaching in the worshipping community to which she/he is assigned, with a desire to advance God's work through Harderwyk Ministries above any single worship community or ministry identity.

Qualifications:

- A Master of Divinity degree.
- Ordained Minister of the Word in the CRCNA or willing to seek ordination in the CRCNA.
- Primary gifts in preaching, leadership, and pastoral care.
- Administrative and organizational skills.
- A Reformed hermeneutic with an evangelistic focus.
- Relational approach to ministry and an ability to relate to a wide variety of age groups.
- Servant's heart: a humble and teachable spirit.
- Ability to work with Executive Pastor and Staff Leadership Team (Team Ministry experience preferred).
- Passion for development and implementation (self-starter).
- A demonstrated maturity in faith and profession (experience in preaching and pastoral role preferred).
- Appreciation for, and willingness to lead, multiple kinds of worship expressions.

Responsibilities and Tasks:

- Nurture, grow, and share the faith and prayer life God has given.
- If married, the person holding this position will be expected to maintain and grow marriage and family in a Godly manner.
- Serve as a Teaching Pastor for Harderwyk's Worshipping Communities as designated by Council.
 - Preaching and administering the sacraments on a regular basis.
- Oversee weekly worship planning in cooperation with the Worshipping Community's Staff.
- Provide Pastoral Care in keeping with Harderwyk Ministries' Pastoral Care Philosophy, which may include Hospital visits, visiting shut-ins, counseling members, etc.
- Serve as a member of the Staff Leadership, Pastoral and Preaching Teams.
- Act as liaison between the worshipping community (or communities) to which she/he is assigned and the greater Harderwyk community.
- Participate in and promote the regular and ongoing ministries of Harderwyk.
- In conjunction with other pastors and staff, coordinate ministry involvement for new, interested individuals and/or families.
- With Council and other pastors, shape, nurture and communicate the unique, unfolding vision of Jesus' ministry at Harderwyk and its impact on our neighborhood and world.
- Participate in and/or lead new ministries as per agreement between person holding this position and Executive Pastor of Harderwyk.
- Have a flexible, "can do" spirit to tackle duties that are not part of this formal job description.

Accountability and Structure:

- The person in this position will be immediately accountable to the Executive Pastor of

Harderwyk and ultimately to Harderwyk's Council.

- The person in this position will attend council meetings regularly and will be a liaison to and for the Community Leadership Team of the worshipping community to which she/he is assigned.
- The person in this position will supervise any staff assigned to the worshipping community for which he/she is responsible.
- An elder will be paired with this pastor for personal and professional care, prayer and support.

General Work Schedule and Number of Hours:

- A norm of around 45 hours a week is expected (some weeks more, some less)
- Normally no more than two evenings of commitments are expected per week, and on occasion three evenings per week may be required.
- Normally preach a minimum of 44 Sundays a year.
- Participant in staff meetings and events unless providentially hindered.
- One scheduled day off per week regularly not including Saturday (Saturday is assumed).
- Study Leave as described in the Harderwyk Personnel Manual.
- Vacation/personal time off as described in the Harderwyk Personnel Manual.

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Revisions: None

Strategy for Spiritual Care

God is faithful and he has called us into partnership with himself to fulfill his commission to preach the Gospel and to make disciples, baptizing and teaching in the name of Jesus Christ. An aspect of that mission is to care for one another through the ministry of spiritual care. In the following paragraphs we clarify our strategy to develop and implement spiritual care that is functional and sustainable for our congregation.

History:

- There are multiple and effective delivery systems for spiritual care depending upon circumstance and need.
 - o Direct involvement of our pastoral staff
 - o Direct involvement of elders and deacons
 - o Pastorally sensitive preaching of the Word
 - o Compassionate Care Teams
 - o Intentional care through Small Groups
 - o Informal member-to-member care
- Historically, Christian Reformed congregations have looked to ordained pastors to be the primary and sole delivery system for spiritual care. In addition, many traditional churches employ a system of "elder districts" as a secondary level of care. This centralized system of care is the traditional model of care and is common in smaller congregations.
- Harderwyk Ministries intentionally de-centralized her system of spiritual care in the late 1990's. This was done in the realization that the traditional model could not be sustained as an effective system of care for our growing congregation. The transition involved:
 - o Hiring a Minister of Congregational Care to lead a systemic shift away from the traditional model of spiritual care to a Small Group System and a team of caregivers. Small Groups were intended to be the primary system of care and the team of caregivers was responsible for special needs, shut-ins and those not involved in a small group.
 - o Re-organizing the Church Council from a group of 30 or more elders and deacons responsible for districts to a more functional team of 12 members responsible for oversight and leadership.
 - o Pastors remained an integral part of the spiritual care ministry but they were no longer positioned as the primary delivery system of spiritual care.
 - o The adoption of this de-centralized model took time and was challenging, but eventually took hold.

