

HOPE CHURCH PROFILE

Who We Are

Hope Church NE Heights is a multi-generational congregation located in a middle to upper middle class residential neighborhood in northeast Albuquerque. Overall, it is an educated congregation with a disproportionate number of scientists and engineers in comparison to other local churches. Hope NE Heights has a weekly attendance of 540 across two worship services and 130 in its Children's Ministry. In addition, it has a growing youth ministry (middle school and high school) of approximately 60 students and a college ministry of approximately 40. Hope has a strong investment in global missions, investing 12% of its annual budget in global partners and invests another 3% in local outreach ministries. A major emphasis of the past 5 years has been in the area of church planting. In addition to planting Hope Westside in 2015, Hope has invested 120K in three different church plants throughout our city, none of which are formally connected to Hope Church.

Hope Church NE Heights is one of two congregations that make up Hope Church (Hope Church Westside being the other). Currently these two congregations make up one church. Although the congregations have distinct budgets and ministry staffs, they share a single membership and a single elder board that gives oversight to both congregations. In addition, Hope NE Heights has been assisting Hope Westside with administrative services (finances, communications, human resources, etc.). We are working on a plan to separate into two distinct churches over the next 2 years, as we believe it is in the long term health of Hope to have locally governed and independently run congregations. At this point, however, specifics on that plan have not been made, so a close working relationship between the two senior pastors is paramount. Hope Church is part of an association of evangelical churches called the EFCA (Evangelical Free Church of America).

Our History

Hope Church was founded in 1953 as a missionary outreach to the growing edge of Albuquerque. During the early years, Hope was affiliated with the Bible Presbyterian Synod, but withdrew from the Synod in 1971 and joined the Evangelical Free Church of America. As Albuquerque grew and changed, Hope Church recognized the need to relocate again to the growing edge of the city, and in 1980, Hope moved to the current location.

Since the move in 1980, Hope has been served by three Senior Pastors. The first of these was Dr. Harold Friesen who brought a new vision to Hope resulting in new growth and expansion of ministry. Dr. Friesen served until 1990.

Dr. Gary Hamburger came to Hope Church in 1991 and served as Senior Pastor until his retirement in 2009. During his tenure, the church grew to an average weekly attendance exceeding 500. The building was expanded several times culminating in a new worship center and gathering area, which was completed in 2006. Hope also planted Center City Evangelical Free Church (centercitychurch.org) during those years.

During the interim period between pastors, the Elders at Hope took the time to reassess the mission and vision of the church, resulting in a new focus on more effective outreach to our city. Pastor Joshua Swanson came to Hope Church in 2010, sharing our vision to reach into our community in a more effective way for the Gospel.

Under Pastor Swanson's leadership, Hope planted another congregation, Hope Westside, on the western side of Albuquerque, and implemented several new outreach efforts. New partnerships have been forged with several area churches that have resulted in the planting of new churches not directly affiliated with Hope and an intentional effort to serve our city in tangible ways. Hope has seen the formation of Gospel Communities, designed to develop a sense of family within the church and provide an avenue for bringing neighbors and co-workers into community with the family of God. Hope has continued to grow and the entire facility was extensively remodeled in 2017. Pastor Swanson sensed a call to move his family back to California and left Hope at the end of 2017. His departure was on good terms and had nothing to do with any internal or external conflict. He was a very beloved pastor and left behind a healthy staff and congregation.

Our Core Beliefs

As part of the EFCA association of churches, we align with the EFCA's statement of faith. <https://www.efca.org/resources/document/efca-statement-faith>

Our Core Commitments

1. Church-Planting. We are committed to planting new churches and investing in like-minded church plants throughout our city. We are eager to partner with other churches, networks, and our own denomination to see this come to reality.
2. Discipleship to Jesus in everyday life. In our minds, if discipleship is only happening on Sunday mornings, it's probably not happening as it should. We recognize that discipleship to Jesus happens in everyday life, as we learn to live together in community on mission to share the gospel in word and deed. Our development and investment in Gospel Communities is our most recent and serious attempt to see discipleship to Jesus happen in everyday life among our people.
3. Both/And Worship. We are committed to a worship service that eschews the common dichotomy of traditional/liturgical versus contemporary. We aim to be both historically-rooted and culturally-relevant, both excellent and engaging, both theologically-rich and emotionally expressive, both Bible-saturated and understandable to unbelievers.
4. Engaging our City with the Gospel. We believe it is our mission to both show and tell the Gospel to our city, our neighbors, our coworkers and our friends. The message and demonstration of the grace of Jesus are inseparable, and we will not choose one over the other. We care for and love our city, rejoicing in its beauty and diversity, while also lamenting and working to heal its brokenness.

Our Core Values

1. Gospel-Saturated. We believe that the Gospel not only brings us into fellowship with God and secures our eternal destiny, but it also effects our transformation in the present. We believe it is the good news of who God is and what He's done, rather than guilt, anger or fear that enables life transformation. We want people leaving all of our gatherings feeling freed, empowered, and compelled by the Gospel to follow Jesus in every area of life.
2. Ecumenical. Our core, uncompromising commitments as a church are historic Christian doctrine, the sorts of things that the Church has more or less always held throughout its 2000 year history. When it comes to peripheral (but not unimportant) issues such as eschatology, baptism or women in leadership, we are comfortable with disagreement, and we are eager to partner with gospel-centered churches and leaders throughout our city that may come from different denominational backgrounds. We strive to be kingdom-minded rather than church-centered, and we recognize that other churches may be more effective than us at reaching different demographics in our city. We rejoice in and support their efforts as if they were our own.
3. Authentic. Our identity as reconciled children of God through Christ frees us to be honest about our sin, brokenness, pain and doubt. Whether gathering for corporate worship or in Gospel Communities, we seek to be honest in our shortcomings, our ignorances, and our weaknesses.
4. Hospitable. We exist for those who aren't yet a part of us. We want to make sure that whether we gather corporately for worship or throughout the week in our Gospel Communities that we make space for friends, neighbors and coworkers who don't yet believe, inviting them into our shared life that they might see and hear the good news of Jesus. Although our Sunday liturgy involves many things that unbelievers might find strange (e.g. confession of sin), we're always asking ourselves the question: "How can we invite the outsider/unbeliever into what we're doing?" A major motivation behind our building remodel in 2017 was to create more space for people to gather over coffee and tea after our services, again with hospitality towards the stranger in mind.

SENIOR PASTOR JOB DESCRIPTION

Position Summary

The Hope NE Heights Senior Pastor is to serve as the primary preaching-teaching pastor for the NE Heights congregation of Hope Church, providing strategic visionary leadership to Hope NE Heights' staff and ministries. He reports to and works under the guidance of the Board of Elders, and works in full cooperation with the Senior Pastor of Hope Church Westside to provide direction to Hope Church. Both senior pastors are co-pastors, together leading Hope Church under one board and one membership, and will be working together to particularize Hope Church congregations into distinct, autonomous churches over the next two years. His life is to be exemplary in character while encouraging people towards spiritual growth as disciples of Jesus.

Core Competencies

1. Preaching. We are a thoughtful, well-educated congregation whose growth over the past 8 years has been largely connected to the strong biblical preaching of our previous senior pastor. We are looking for a senior pastor who is well-read, articulate, engaging, and able to teach the Bible to a diverse crowd that includes both long-time believers and skeptics.
2. Leadership Development. One area of weakness keeping us from moving forward as a church is leadership development and multiplication. We are looking for a senior pastor who has the emotional intelligence, social intelligence, and spiritual sensitivity to lead and develop the staff and key lay leaders relationally, providing an example for them to emulate in their respective ministries so that we see leaders multiplied at every level of our congregation.
3. Visionary Leadership. We believe the outward-focused, city-oriented, church-multiplying, disciple-making journey we began 8 years ago has just begun. We are looking for a senior pastor who has the twin gifts of envisioning the future and inspiring our congregation and elders to focus its prayer, energy, time and resources.

Major Responsibilities

1. He shall preach and teach the Scriptures as the Word of God in agreement with the Statement of Faith of the Evangelical Free Church of America which has been adopted by Hope Church and to generally preside at the services of the church with adequate spiritual preparation.
2. He shall provide spiritual oversight to the staff and key lay leaders, discipling them in the way of Jesus and providing a model for them to imitate.
3. He shall provide visionary leadership to the staff, the elder board, and the congregation to continue moving forward in our mission to multiply disciples throughout Albuquerque.
4. He shall work with the staff to focus and organize Hope Church's resources towards achieving its vision to multiply disciples and plant churches.
5. He shall lead the staff and/or lay leaders to provide pastoral care for the congregation, including officiating marriages, funerals, baby dedications, visitations, etc.

Other Expectations

1. To spend adequate time in reading, studying, and general spiritual preparations for the ministries of the church. His personal spiritual development and growth is vital.
2. To be an active participant and member of the Board of Elders.
3. To be active at Hope Church with his wife.

Qualifications

1. Theological degree completed
2. Minimum 5 years pastoral experience

Call and Benefits

Upon acceptance of the call of Hope Church, the Pastor is eligible for the following:

1. Payment of the moving expenses via van line, auto expenses, meals and lodging en route for the family.
2. A 3-month sabbatical for rest and renewal after every 7 years of service at Hope Church.
3. Details of salary and benefits provided by Hope Church communicated in writing to the Pastor.

Inquiry Process

If after reading this description you have interest in the Senior Pastor position at Hope Church Albuquerque and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your resume or CV (in Word doc format only)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, etc.).
3. Electronic links to at least three video or audio sermon messages (video preferred)
4. A current headshot photo of yourself, a current photo of your family, and family bio (in Word doc format only)
5. Five references, including: one supervisor or overseer (could be a board member), two or three staff associates, with at least one from someone you have supervised, and one or two personal. These references will be contacted later in the process and only with your prior approval.
6. Written responses to the following questions (in Word doc format only). We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
 1. Please tell us what is prompting you to seek the Senior Pastor's position at Hope Church Albuquerque
 2. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. What aspects of ministry are most personally satisfying to you?
 3. What are two or three of your core strengths? Please share two or three examples of situations where you utilized your core strengths to move forward the church or ministry you were leading.
 4. Describe how you view the ideal relationship between a Senior Pastor and:

1. The church staff
2. The Elders of the church
3. The families within the church
5. Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
6. What are the key factors that you believe should be present in your next church and ministry in order for you to be optimized?

Please send your application to:

1. searchteam@hopechurchabq.com or
2. Hope Church Albuquerque
Attn: Pastoral Search Committee
4710 Juan Tabo Ave., N.E.
Albuquerque, NM 87111

If you have any questions, please contact the Hope Church office at 505-292-5444 and a member of the Search Committee will return your call as soon as possible.



HOPE N.E. HEIGHTS