

CHURCH PROFILE FORM

Church Information:

Name: Covenant Christian Reformed Church
Sioux Center, IA USA 51250
Location of church [City, State/Province]:
Classical Church Counselor: Rev. Robert Drenton

Search Committee Contact:

Name: Sally Jongsma
Address: 119 4th Ave NE, Sioux Center, IA51250
Home: (712) 722-1671 Cell: (712) 441-7020 Work: _____
Email address: jongsma@mtcnet.net

Community Setting:

Location

- ☐ Rural
☐ Small Town
☐ Metropolitan
☐ Suburban
☐ Inner City
☒ Small City

Function

- ☒ Industrial
☒ College/University
☒ Agricultural
☒ Recreational
☐ Military
☐ Bedroom Community

Growth

- ☒ Growing
☐ Static
☐ Declining

Approximate population of community: 8700

Church Profile:

We are open to:

☒ Male and Female pastors ☐ Female pastors only ☐ Male pastors only

List all staff positions: Worship Coordinator (part time)
Administrative Assistant (part time)
Custodian (part time)

Position Available: March 2026

Date of vacancy: 02/28/2026

General position description:

Covenant Christian Reformed Church is seeking a pastor (or pastoral team) to work with us as we live together in unity and minister to our community and our world. Covenant is located in Sioux Center, Iowa, a thriving and vibrant college town in Northwest Iowa. It draws students and faculty from Dordt University.

Candidates should be committed to the Reformed tradition and to excellent preaching and teaching. Covenant is an intergenerational congregation, so our pastor should enjoy ministering to persons of all ages through conversations, informal counseling, and pastoral visits. The position will be open March 1, 2026, following the retirement of our current pastor.

We are looking for a person who will work collaboratively and creatively with us as we live out our calling in God's world. He or she will embrace Covenant's commitment to developing and affirming the gifts of all members, including welcoming women into all offices and children to the Lord's Supper, which we celebrate weekly. We seek to be a place of peace and welcome in the spirit of Romans 15:7, regardless of ecclesiastical or political context. For more information, contact Sally Jongsma, chair of the Search Committee at jongsma@mtcnet.net or 712-441-7020.

☒ Full-time ☐ Part-time

Bi-vocational position?

☐ Yes ☒ No

Number of years preferred of ministry experience of potential candidate: none

Required languages: English, Spanish helpful as the community has a large Spanish-speaking population and three Spanish-speaking churches

Church Demographics:

Average Sunday attendance: 250

Active adult professing members: 198

Profile of church members:

Age:

14 % 0-11 14 % 12-18 8 % 19-24 4 % 25-34

20 % 35-49 14 % 50-64 26 % 65+

Occupation:

9 % Business 43 % Professional 4 % Trades 1 % Stay-at-home parent

1 % Agriculture 38 % Retired 4 % Student % Other

Percentage of members belonging to the congregation:

Less than 5 years 29 %

5-10 years 5 %

10 or more years 66 %

Racial/Ethnic composition of congregation and surrounding community:

Congregation: 96% white, 3% Hispanic, 1% other

Community: 80% white, 20% Hispanic (local public school is almost 50% Hispanic)

Composition of congregation:

Mono-Cultural

☒

Multi-Cultural

☐

Specific Ethnicity (specify:

)

☐

List the last three persons in this position:

1. Dr. Joel Kok, 2018-26, retiring
2. Rev. Kory Plockmeyer, 2013-17
3. Rev. Herm Van Niejenhuis, 2000-12

Worship:

How are members involved in planning and participation in the liturgy/worship?

Members of the liturgy committee take turns planning the morning worship services; they work with the pastor and the worship coordinator to integrate our services around the Word, and they coordinate liturgies during Advent and Lent. Our services use the gifts of a variety of members, including children, who welcome, lead or offer readings, pray, sing, or play a variety of instruments. In addition, we have a worship committee that assists the elders in the oversight of the worship life of Covenant through visioning, planning, and evaluation. This committee provides direction and oversight to the Sunday worship experience beginning when people walk in the door of the building and ending when they leave. They make recommendations to council regarding important trends and any changes in the worship life of the church.

Describe the worship services in your church:

Our services are essentially Reformed, understanding corporate worship as a dialogue between God and His people. They follow the pattern of gathering with a greeting and opening song; renewal through confession, assurance, invitation to giving, and prayers for the church and the world; preaching the Word; and the response to the Word. We conclude by participating in weekly communion where all believers are welcome, and sending members into the week through a benediction. Throughout the service, music and responsive readings are frequent. Our music style ranges from traditional hymns accompanied by organ to more contemporary music accompanied by a praise team. Our liturgy is based in Scripture, and we often use texts from the Revised Common Lectionary in our services. For more information you can view our Worship Statement here: <https://covenantcrc.net/worship-at-covenant/>.

Describe the discipleship practices in your church for all ages of members and attenders:

There are a variety of discipleship practices at our church including: Children in Worship, Sunday School, Catechism and Mentorship for high school students, GEMS, Cadets, Youth Group, Covenant Sunday Morning (adult education), Small Groups, Pastoral Groups, Men's and Women's Bible Studies, Covenant Quilters, Edifying Engagements (topical discussions/testimonies from individual members). But our discipleship is centered on the Word and Sacrament.

Building/Financial:

Present annual budget: \$345,900

Last year's annual budget: \$342,500

Percentage of financial obligations met (last complete year reported):

Budget 100%

Denominational Ministry Shares 100%

Classical Ministry Shares 100%

Amount contributed above budget and ministry shares: 0%

Specify (optional):

Facilities:

**Describe
facilities:**

Covenant CRC owns its building, which includes a sanctuary, a fellowship hall and kitchen, office and pastor study, and a basement with classroom and nursery space.

Are your buildings adequate for your ministries?

☒ Yes

☐ No

If no, please explain:

Is a building program projected?

☐ Yes

☒ No

If yes, describe what and when: A major fellowship hall addition in 1998, which many remember fondly as much as a body-building as well as a physical building exercise, and a significant sanctuary refresh in 2024 (new lighting, sound, and stage) put us in a good place for the foreseeable future.

Does the church own a parsonage?

☒ Yes

☐ No

Location of office or study: There is an ample, windowed study off the fellowship hall, adjacent to the church office, as well as a home study.

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area: ☒

If other, please specify:

The average annual increase for this position over the past three years is:

\$ or 2 %

Housing:

- ☐ Housing allowance
- ☐ Parsonage only
- ☒ Either of the above

Benefits and expenses:

- ☒ Pension
- ☒ Medical insurance
- ☐ Life insurance
- ☒ Social Security or Canada Pension
- ☒ Travel/mileage
- ☒ Continuing Education funds
- ☒ Continuing Education time allotted
- ☒ Sabbatical policy in place
- ☒ 4 Annual vacation (# weeks)
- ☐ Other (please specify)

Our salary range is between \$50,000 and \$75,000, but is negotiable.

In addition, there is \$2000 per month designated for housing as well as allowances for books, professional development, hospitality, phone and utilities, and mileage.

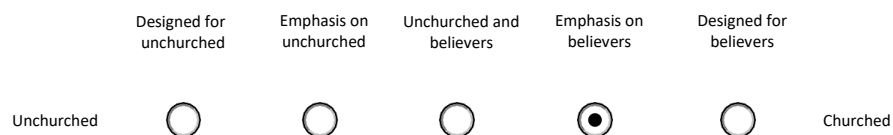
Church Characteristics:

[Check which one(s) are closest to your church's characteristics]

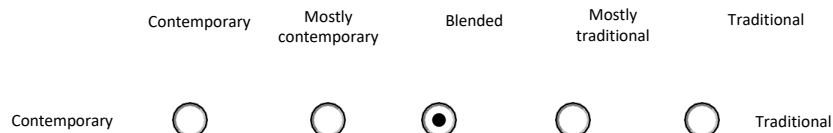
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



In our church, the STYLE OF MUSIC used in the worship service is



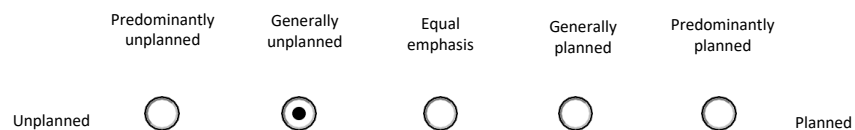
In our church, LEADERSHIP is generally provided by the



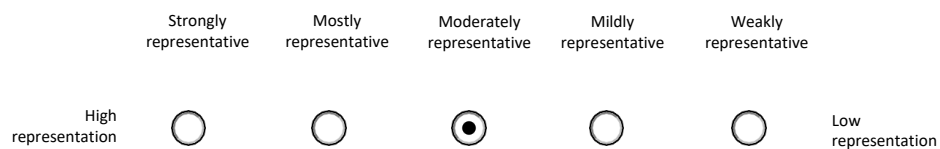
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



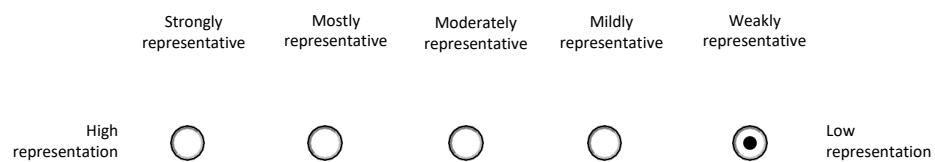
In our church, EVANGELISM STRATEGIES AND METHODS are



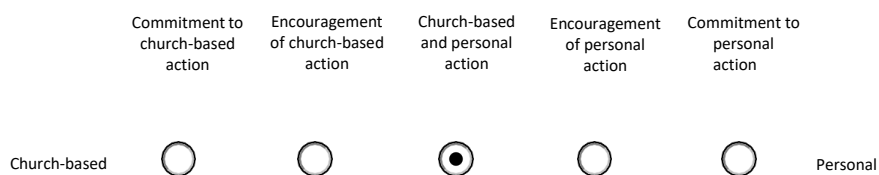
Our church is representative of the ECONOMIC DIVERSITY of our community



Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

Do you have a recently articulated mission/vision for ministry? ☒ Yes ☐ No

Yes. The brief version (there is a longer one) reads,
Covenant CRC is a community of believers gathered through grace and called to a ministry of reconciliation (2 Corinthians 5:18) that finds expression in our love for one another, for our community, and for the world. We proclaim the gospel as part of the worldwide church and our Reformed fellowship. With the *Contemporary Testimony* (Article 43), we proclaim,

Jesus Christ rules over all.

To follow this Lord is
to serve him wherever we are
without fitting in,
light in darkness,
salt in a spoiling world.

We pray and work as members of the kingdom of God—which is already among us.
Our life together is centered in our corporate worship, where in word and sacrament we are nurtured into new life as God's people. It extends as well to our education and outreach programs, to the stewardship of our gifts and resources, and to our welcoming and inclusive fellowship.

In what ways does your church participate in ecumenical activities?

Lectionary readings connect us to the global church; we hold monthly combined services with local Christian Reformed churches in the summer, GEMS and Cadets are shared programs with two other CRC churches.

Reflect on your strengths/gifts as a church:

Covenant is a talented congregation, creatively, musically, intellectually. This expresses itself in our worship, but also in our programs. One informed observer of Covenant says we have a "Yes" culture. We are open to new ideas and ways of thinking. But more than that, Covenant members care deeply for each other and for the world. One newer member, who had given up on church, called Covenant a "miracle,"—a place that embraces difference, expresses kindness, and seeks to grow together into the people of God. Another congregant calls us a "Micah 6:8 congregation." We are enriched by members who come from a variety of Christian faith traditions.

Reflect on your passions as a church:

We are passionate about caring for each other: it is difficult to sign up to bring folks food or offer other help because requests are filled so quickly. We care for our children intentionally, nurturing them in Children's Worship (and beyond) and protecting them with a Safe Church policy. We have a passion for body life and fellowship. We care for our local community, our worldwide community, and our creation in tangible ways. Many of our members are involved in volunteering and service to our neighbors.

In a recent congregational survey, respondents rank these areas as most important going forward: The Centrality of the Word of God (in proclamation and expression), Transforming Worship, and Justice and Righteousness Advocacy.

List specific problems with which your congregation struggles:

Covenant has a significant number of retired members, people who have a long history in the congregation. We have a core of members in middle age. Our young people, though usually very appreciative of their time at Covenant, often move away for jobs or higher education. As a result, the number of young families is sometimes smaller. In addition, because of our proximity to Dordt University and our appeal to some faculty who come and go, we experience more turnover than many congregations. We work to welcome young families who come into our community and love that they add vitality to our congregation. We are conscious of the need to support and engage both our seniors and younger people and families.

Can a struggle be a strength? We are a somewhat ideologically diverse congregation in fraught times. Our tolerance is beautiful, though it has the potential to produce strain. There are long-standing members of our body who wonder if there is still room for them in the CRC. Others worry that we don't stand up strongly enough for conservative Christian values. Many newer and younger members come to Covenant seeking a welcoming and open congregation. An emphasis in the past couple of years on seeking unity by having 60 members participate in Colossian Forum activities has enriched our understanding that differences need not divide us.

What has been the most interesting and challenging event in the life of your church in the last three years?

A couple of events converge here. We recently managed a significant sanctuary update (refresh) while having our old asbestos roof replaced. Volunteer hours and an approach to financing these projects with internal money (contributions and short-term loans) have given us a strong sense of commitment. The work was finished in time for a major celebration of our 50th anniversary. This celebration included producing a book, hosting a banquet, and bringing in former members and pastors for a weekend of rejoicing and reflecting. It was an encouraging experience that had the effect of cuing more recent members into our history.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

Although our congregation has not officially set or publicized the following goals, a recent congregational survey pointed to areas that we are committed to supporting and addressing. At the forefront of our attention and engagement is vibrant and participatory worship. These additional areas have been highlighted:

- caring for aging members of our congregation
- nurturing our young people in complex times (with attention to mental health)
- finding ways to promote justice and show mercy, particularly for the vulnerable in our community
- maintaining unity through what we have come to call the Colossian Way, committing to dealing with differences in biblical ways

Describe what being Christians of Reformed accent means to you:

We are, by and large, Kuyperian in our vision: we acknowledge and embrace the sovereignty of God in all areas of life. The Word is central in our doctrine and life, and we seek the flourishing of our congregation in its context. We affirm the two books of God's revelation, refusing to see nature and Scripture in conflict. We see ourselves as part of the coming kingdom of God. Our confessions are important: we respond particularly to "Our World Belongs to God." In addition, we are committed to the endeavor of Christian Education at all levels.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

We are in a distinct minority in our local CRC context (including our Classis) with respect to our affirmation of women in office, our weekly communion practices, and the discomfort some of our members have with recent Synodical decisions. So, we find the priority of the local congregation in our faith and life to be important to us. We affirm the CRC's work locally and internationally, including support for classical ministries, ministry shares, World Renew, and Resonate. We do find some local support among other pastors but functioning in our Classis can be a challenge.

Identify some of the cultural challenges facing Christians and Christian churches today:

Our current social and political climate presents us with daily, often divisive, challenges which are fueled by social media. We are concerned that Christianity and politics have become tightly intertwined: instead of heeding the gospel call to reconciliation, we find many believers tying their faith to political creeds. And we worry that skepticism about science is leading to troublesome outcomes when it comes to health and the environment. We worry about the challenges our young people face—emotionally, socially, and spiritually—including gender issues.

What have been the most important events in the history of your church?

- Our founding 50 years ago as a somewhat more open CRC
- The opening of all offices to women in 2007
- The building addition in 1998 and the refresh in 2024 allowed us to transform the historic building purchased from First CRC into a space that fits our programs and priorities
- The establishment of a Young Children and Worship Program

Leadership:

How many council members does your church have?

16

What is the length of term for council members?

3 years

How often does the full council meet?

Monthly, except for summers

What subgroups of council exist, how do they function, and how often do they meet?

Personnel and Executive Committees

Council members also serve as liaisons for the following congregational committees:

Body Life, Building, Christian School Support, Christian Education, Justice and Mercy,
Missions and Outreach, Worship, Youth Ministries & Adult Education.

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