

# CHURCH PROFILE FORM

## Church Information:

Name: Trinity Christian Reformed Church

Location of church [City, State/Province]: 3626 Ontario Street, Ames, IA 50014

Classical Church Counselor: (not appointed yet, expected in January)

## Search Committee Contact:

Name: Jeff Kopaska

Address: 2529 Northwood Drive, Ames, IA 50010

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## Community Setting:

<u>Location</u>	<u>Function</u>	<u>Growth</u>
<u>      </u> Rural	<u>  X  </u> Industrial	<u>  X  </u> Growing
<u>      </u> Small Town	<u>  X  </u> College/University	<u>      </u> Static
<u>  X  </u> Metropolitan	<u>  X  </u> Agricultural	<u>      </u> Declining
<u>      </u> Suburban	<u>      </u> Recreational	
<u>      </u> Inner City	<u>      </u> Military	
<u>  X  </u> Small City	<u>      </u> Bedroom community	

Approximate population of community: 66,000

## Church Profile:

We are open to:

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

List all staff positions: Pastor, Treasurer/Administrative Assistant, Custodian

Position Available: Pastor, We are open to female pastors to the extent classis allows \_\_\_\_\_ Date of vacancy: January 2026

General position description: Minister of the Word

Full-time or Part-time [F or P]: F

Bi-vocational position [Y or N]: N

Number of years preferred of ministry experience of potential candidate: Preferred 1-2 previous positions \_\_\_\_\_

Required languages: English

Have you completed the Denominational Survey conducted by the Center for Social Research ☐ *er*

If yes, post link to it here: Available upon request

**Church Demographics:** Trinity has a significant number of regular attenders (25-30% per week) who are not members. This often the case in university communities with high turnover of students/faculty. We are providing two set of demographics, the first for members, and the second for regular attenders.

Profile of Church Members:

Age:

13% 0-11 13% 12-18 6% 19-24 13% 25-34 16% 35-49

15% 50-64 24% 65+

Occupation:

\_21%\_ Business \_22%\_ Professional \_19%\_ Trades \_3%\_ Stay-at-home parent

\_0%\_ Agriculture \_27%\_ Retired \_8%\_ Student \_0%\_ Other

Percentage of members belonging to the congregation:

Less than 5 years 15%

5-10 years 6%

10 or more years 69%

Racial/Ethnic composition of congregation and surrounding community: \_

Congregation - 100% Caucasian

Surrounding Community - 80.5% Caucasian, 10.7% Asian, 3.3% Hispanic, 3.1% African

Profile of Regular Attenders:

Age:

\_11%\_ 0-11 \_12%\_ 12-18 \_20%\_ 19-24 \_9%\_ 25-34 \_22%\_ 35-49

\_11%\_ 50-64 \_15%\_ 65+

Occupation:

\_6%\_ Business \_29%\_ Professional \_8%\_ Trades \_2%\_ Stay-at-home parent

\_0%\_ Agriculture \_17%\_ Retired 37%\_ Student \_1%\_ Other

Percentage of members belonging to the congregation:

	Members	Regular Attenders
Less than 5 years	15%	36%
5-10 years	6%	
10 or more years	79%	64%

Racial/Ethnic composition of congregation and surrounding community: \_

Congregation -

Regular Attenders: 92% Caucasian, 1% Asian, 3% Hispanic, 4% African

Surrounding Community - 76.3% Caucasian, 7.9% Asian, 5.9% Hispanic, 4.1% Black, 5.2% Multiracial, 0.6% Native American/Other

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Composition of congregation:

Mono-Cultural

☒

Multi-Cultural

☐

Specific Ethnicity (specify: \_\_\_\_\_)

☐

List the last three persons in this position:

1. Pastor Randy Raak 2020-2026

2. Pastor Kelly Vander Woude 2012-2018

3. Pastor Tom Niehof 1997-2011

## Worship:

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

It is an active and involved group that works with the pastor. We have had a variety of planning structures, depending on the pastor's preference. We have utilized a worship coordinator in the past. The committee helps to plan seasonal musical and visual worship experiences at the direction of the pastor, especially for Lent and Advent/Christmas. Our church prefers that the pastor take an active role on the Worship Committee.

### **Describe the worship services in your church:**

Services generally follow the liturgical calendar, deviating for special series or projects at the direction of the Pastor and Council. Music style is varied depending on the talent available to use appropriate instrumentation (piano, organ, and guitar/band). Music is chosen for its relevance to scripture topic for that week and most often taken from the *Lift Up Your Hearts* and *Sing A New Creation* song books as well as CCLI. The order of worship is structured from week to week: greeting, call to worship, opening/praise, confession and assurance, hearing the word, response, and words of blessing.

### **Describe the discipleship practices in your church for all ages and members:**

Our church provides worship and education experiences for all ages. Elements of the worship services are led by young and old members of the congregation through leading music and reading. Children ages 3-2nd grade participate in Children and Worship during the service. Adult and children's Sunday school is held after the morning services. Roots (middle and high school students) provides further mid-week fellowship activities for young members during the school year. The congregation has a special interest in intergenerational fellowship and there are a variety of small groups that meet periodically in church or at member's homes. The church has a variety of individuals that are heavily involved with ministries throughout the central Iowa community. Trinity is the "home base" for Areopagus Campus Ministry, a ministry of the CRC to reach out to students at Iowa State University.

## Building/Financial:

Present annual budget: \_\_\_\_\_ \$204,782.00 \_\_\_\_\_

Last year's annual budget: \_\_\_\_\_ \$190,684.00 \_\_\_\_\_

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

Budget \_\_\_\_\_ 104% \_\_\_\_\_

Denominational Ministry Shares \_\_\_\_\_ 100% \_\_\_\_\_

Classical Ministry Shares \_\_\_\_\_ 100% \_\_\_\_\_

Amount contributed above budget and ministry shares: \_\_\_\_\_ \$8,000 \_\_\_\_\_

Specify (optional): \_budget surplus, but extraordinary expenses occurred in 2024 \_

Facilities:

Describe facilities:

- Square Feet: 12,000
- 1/2 Sanctuary and holds 200
- 1/4 office/classroom
- 1/4 fellowship/kitchen
- Parsonage: 1,464, full finished basement

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:

Does the church own a parsonage?

Yes ☒ No ☐

Location of office or study: ☐ Within church, option within parsonage as well ☐

## Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our classis ④

If other, please specify: **\_We are near the top of the range for our classis\_**

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

\$ \_\_\_\_\_ or \_\_\_\_\_3\_\_\_\_\_ %

## 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 (2 Sundays/yrs)

Sabbatical policy in place

\_\_4 weeks (Not more than 4 Sundays)\_\_ Annual vacation (# weeks)

Other (please specify) \_\_\_\_\_

## Church Characteristics:

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

Presently, the FOCUS OF OUR CHURCH'S MINISTRY is

	The community exclusively	The community primarily	The community and current members / participants equally	Current members / participants primarily	Current members / participants exclusively	
External	_____	_____	___x___	_____	_____	Internal

In our church, the WORSHIP SERVICE IS DESIGNED FOR

	Designed for unchurched	Emphasis on unchurched	Unchurched and believers	Emphasis on believers	Designed for believers	
Unchurched	_____	_____	_____	___x___	_____	Churched

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

	Contemporary	Mostly contemporary	Blended	Mostly traditional	Traditional	
Contemporary	_____	_____	___x___	_____	_____	Traditional

In our church, LEADERSHIP is generally provided by the

	Predominantly lay leaders	Frequently lay leaders	Lay leaders and pastoral staff share leadership	Lay leaders function under the pastoral staff	Predominantly pastoral staff	
Congregational Members	_____	_____	___x___	_____	_____	Pastoral staff

Our church seeks to ENCOURAGE SPIRITUAL GROWTH through

	No specific ministries	Ministries for a few groups	Ministries for selected groups	Ministries for most groups	Ministries for all groups	
Informal	_____	_____	_____	___x___	_____	Formal

In our church, EVANGELISM STRATEGIES AND METHODS are

	Predominantly unplanned	Generally unplanned	Equal emphasis	Generally planned	Predominantly planned	
Unplanned	_____	_____	_____	___x___	_____	Planned

Our church is representative of the ECONOMIC DIVERSITY of our community

	Strongly representative	Mostly representative	Moderately representative	Mildly representative	Weakly representative	
High	_____	_____	___x___	_____	_____	Low



representation

representation

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Our church is representative of the ETHNIC DIVERSITY of our community

Strongly  
representative

Mostly  
representative

Moderately  
representative

Mildly  
representative

Weakly  
representative

High  
representation

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_x\_\_\_\_

\_\_\_\_\_

Low  
representation

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

Commitment to  
church-based action

Encouragement of  
church-based action

Church-based and  
personal action

Encouragement of  
personal action

Commitment to  
personal action

Church-based\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_x\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Personal

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Our church's MISSIONAL FOCUS is

All local

Mostly local

Equally local and  
global

Mostly  
global

All global

Local

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_x\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Global

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### Narrative:

Do you have a recently articulated mission/vision for ministry? [Y or N] Y (revising our strategic

planning)

In what ways does your church participate in ecumenical activities?

Ames is a vibrant community with opportunities for local community service at every turn. These are activities that congregation members support, and we would expect our pastor to also be active in the local community. Some of the local ministries congregation members have participated in individually and collectively include:

- Food at First- food kitchen ministry
- Campus ministry with graduate students and faculty
- Meals from the Heartland
- NAMI Central Iowa (National Alliance on Mental Illness)
- Good Neighbors Emergency Assistance
- MICA (Mid-Iowa Community Action)
- Ames Ecumenical Housing
- Bridge Home

In addition, our church participates in the following congregational, classical and denominational ministries:

- Tuition aid for families with children in Christian education
- Support of missionaries
- Midwest Basic Bible Camp
- Church Beyond Borders
- Trunk or Treat
- Family to Family
- Sawyer elementary support - Weekly supplies for food pantry, Monthly donut day, clothing and toy drive

Reflect on your strengths/gifts as a church:

Our congregation strives to provide a warm and welcoming environment for members and visitors. While door greeters and fellowship times are staples of most congregations, these are only external signs. Due to our small size, members are heavily involved in many aspects of church life, and thus know each other well. One outgrowth of this is that members seek ways to serve each other, e.g. providing meals, help with moving, transportation needs, fellowship time, prayer support, and small groups. Another is that we enjoy multi-generational interaction both at church and outside of church. Individual church members are heavily involved in the community and surrounding areas, and many willingly give of their time to serve on council, committees, teaching classes, and leading worship. There are a growing number of young adults and the church is focusing resources to support this group.

The congregation truly leads out the Calvinistic emphasis that Jesus is Lord over all creation. Some of the other local congregations tend to focus (almost solely) on the Great Commission. But, as demonstrated by the lives, careers, and outreach activities of those in the congregation, this congregation views the world differently.

Collectively, we place a strong emphasis on Biblical learning. We live this out through our educational programs, and we expect it in the preaching of the Word. Musically, we strive to provide a balanced blend of praise and traditional styles. In addition, we have great Christmas programs performed by our talented youth members.

Reflect on your passions as a church:

- As mentioned previously, the members of our congregation are very active in the local community. Historically, these individual activities were the focus of our passion. Under the leadership of Pastor Randy, we greatly increased our collective activities and outreach to our community. Fellowship is also a passion, as the members of this congregation care deeply about each other and constantly work to lift each other up through prayer, visits, cards and notes, meals, and simply lending a helping hand - these are the passionate things that we do. There are also things that we longingly want, such as growing deeper in our relationship to God, and seeing others come to Christ. We are passionate in our support of Aeropagus and the college students in our congregation and community and for the young adults. Lastly, we as a congregation see an urgent need to grow in number, so that we are ministering to more people, so that we are a growing community, and so that there are more hands to share in doing the Lord's work.

List specific problems with which your congregation struggles:

Our congregation shares many of the same struggles found in numerous small congregations. We frequently ask the same people to perform numerous tasks, so there can be burnout of volunteers. Our small groups and Bible studies could be more active, if we had more time to focus on these ministries. It is also challenging to meet the needs of all our members, specifically the youth and the single adults. In particular, due to low numbers, our older youth have been seeking out opportunities at larger churches with better developed youth programs.

There are also some challenges that are specific to our location. Our membership has been influenced by Iowa State University since the founding of our congregation. The annual ebb and flow of the university calendar greatly influences our weekly attendance. It is simply a given that a portion of our membership is in constant flux with the transitional lives of undergraduate students, graduate students and faculty who make their way in and out of our community. We are also a bit isolated, as the CRC is also not a well-recognized denomination in our community.

We also have some problems that are weaved into the fabric of our congregation as follows: First, in a highly professional congregation and community like ours, there is a wide breadth of perspectives on most controversial topics of the day. Second, there have been recent decisions from the CRC that we as a congregation have not processed collectively at this point in time. Third, with our small size, many of our members are quite active and stretched thin. This results in an inability to take on many new endeavors, and a lack in providing congregational-led discipleship.

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

three years?

The integration of Ames Christian School into the use of our facility. This has provided monetary resources to the church, the presence of this community has been a blessing, and numerous unforeseen challenges have also arisen.

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

We have always been a source of support to the university community, and that is a ministry that we wish to maintain, strengthen and expand. We wish to expand our service to our community as a church body. We see the need to enhance our service to each other, and are using our adult education program and our young adult ministry to build leadership capacity internally. We desire to grow spiritual leaders and develop a discipleship process. We also strive to enhance our youth programs, and work to retain our youth in them. We are currently working through a strategic planning process to update our goals.

Describe what being Christians of Reformed accent means to you:

Believing and living out that Christ has dominion in every area of life - public or private, in church, at work, or in the community - all of it. Also, as we increase our knowledge of Scripture, we reconcile our doctrine/theology to match Scripture. We believe that scripture is as vital and pertinent to our lives today as it was in the ancient church.

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

The relationship between local congregations and the denomination is symbiotic, or mutually beneficial. The structure of the CRC denomination is bottom-up governance, and as such local congregations send representatives to regional classes. Classes send representatives to Synod, the annual governance meeting of the denomination. Local congregations also support the denomination financially. Local congregations receive support from the denomination in areas such as youth and adult educational materials, faith formation materials and guidance, and assistance with policy formation. The denomination additionally provides structure that supports the local church by providing educational opportunities at Calvin College and Calvin Seminary, vetting and primary approval of pastoral candidates, uniform standards for congregations wishing to affiliate with the denomination, pastoral and congregational support services, and oversight of missions both local and worldwide.

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

The greatest cultural challenge facing Christians and Christian churches today is discerning the appropriate path to be “in the world, but not of the world.” With all of the demands on our time, it is difficult to spend time in Scripture, which is of the utmost importance. We must reflect on Scripture, such as Isaiah 30 and 2nd Timothy 4, to guide us. On one side, there is pressure to

conform to popular culture and to political correctness. On another, polarizing politics (e.g. anti-abortion, immigration, homosexuality) have pulled many Christians into unChristlike actions, policies and activities. It is also challenging to be mindful of and respectful of other cultures and beliefs when we lack awareness of them and have limited personal relationship experiences with them. The cultural and political paths laid before us provide false hope, the truth lies in Christ, through the Word of God.

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

The founding of any church is likely its most notable event, and this church still carries its founding story in a real way. The original name was University Christian Reformed Church. The church began as a ministry to members of the university community from Reformed backgrounds. The name of the church was eventually changed to better reflect the changing nature of the congregation, though there is still a strong connection to the campus through Areopagus Campus Ministry. The church became a home away from home for many, and the focus on hospitality carries on strongly in the current congregation. The 50th Anniversary book (online) contains founding stories that are cherished by old members and still enjoyed by young ones.

Another important event in the recent history of our church was a split that occurred in the late 1990's. After many years of having a blended CRC/RCA congregation functioning as a CRC church, the RCA decided to embark on a church plant in Ames. This resulted in many young families leaving to help start the new church. An additional "parting of ways" occurred in the late 2000s. The Ames Korean CRC church met at our facility for many years on Sunday afternoons. In the late 2000's they made a request to change the timing of their meetings into late Sunday mornings. The two congregations were not able to find a way to make this work, and the Korean CRC subsequently left and now meets at a different location. There has been negligible interaction between Trinity CRC and the Korean CRC since that time. Similarly, in recent years, the local RCA church approached Trinity about potentially joining ministries, as they had people but no facilities. This overture was also determined to be unworkable, and there has been negligible interaction between the congregations since that time.

#### Other important recent events -

1. We are the parent church of a church plant "Church beyond Borders" and our current pastor meets regularly with their pastor
2. The previous Areopagus director is sponsored to pastor a church in South Africa
3. Successful response to Covid; participation and size remained mostly the same after Covid. We did not lose a notable number of members / attendees



## Leadership:

How many council members does your church have?

9 council members when we are not vacant. The pastor, 4 elders and 4 deacons. Office members are both male and female.

What is the length of term for council members?

Typically, a council member will serve for 2 years.

How often does the full council meet? Council meets once a month and depending on circumstances special council meetings could be called.

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

Deacons meet separately to count offerings and review the accounts.

Elders meet separately to discuss care of the congregation and prayer.

**When completed, email finished profile to: [lpalsrok@crcna.org](mailto:lpalsrok@crcna.org)**