

# Church Profile



# 2026



# We are Calvary Church



Calvary Church is a place where you are welcomed into His extraordinary story regardless of your background or life season. We know you are created for a purpose and we will help you live out your purpose as you make a difference in the lives of others.

---

## Vision

To be real people, living in grace,  
growing in faith, following Jesus,  
every day everywhere.

---

## Mission

To build a community of  
equipped disciples who love  
their neighbor and are salt and  
light in everyday life.

---

Classical Church Counselor:  
Brian Ochsner

Search Committee Contact:  
Galyn Vande Zande  
641-780-1206 | [vandezande.galyn@calvarypella.org](mailto:vandezande.galyn@calvarypella.org)



Following  
Jesus,  
every day,  
everywhere.



# Our Vision

## Overview

To be real people, living in grace, growing in faith, following Jesus, every day everywhere.

*"For by grace you have been saved through faith. And this is not your own doing; it is the gift of God"*  
- Ephesians 2:8



Rooted in Ephesians 2:8 and the foundational truths of the Gospel, we believe grace transforms everything. From start to finish, everything we do is wrapped in grace, the free gift of God through Jesus, so that no one may boast.

At its core, our vision focuses on the transforming power of God's grace—received, lived, and extended. It's a call to authenticity, discipleship, and every day mission. It points unashamedly to the Father's love, the Son's sacrifice, and the Spirit's ongoing work in us and through us.

Through this Vision  
we aim to build up  
His people and share  
the good news of the  
Gospel with others.



# Mission

To build a community of equipped disciples who love their neighbor and are salt and light in everyday life.

*Matthew 5:13-16, Acts 2:42-47*



Our mission guides our action and activity as a Church, as together, we follow Jesus every day, everywhere.

We seek to live out our mission by:

- building community through genuine hospitality and fellowship
- sharing life, faith, and neighborhood mission with other believers in thriving Life Groups
- equipping disciples, developing disciple makers, and sending them out
- growing through challenging preaching and teaching
- participating in engaging Spirit-filled worship
- encouraging one another with personal testimonies of God's work in our lives

As we work together to live out this mission, God will shape us into the Church He calls us to be: real people, living in grace, growing in faith, following Jesus, every day everywhere.



# Values

## + Living out our Vision

---

Because of God's unmerited grace, we at Calvary seek to be people with a sincere love (Rom 12:9) and genuine faith (Heb 10:22), made alive in Christ, following Him as He has called us (Matt 16:24-25). We live in the grace shown to us, grow closer to our God through the work of the Holy Spirit, and live out our faith together, reflecting Christ to the world.

Our values keep us focused on who God has called us to be while we live out the Vision He has called us to. These values make clear what's unique about Calvary: how we treat people and what kind of community we want to be. For leadership, values act like a filter for decisions or discipline, keeping us from drifting from our Vision.



### Jesus First

We center everything on Jesus.  
Our hope, identity, and salvation  
are in Him.



### Better Together

We were never meant to walk alone.  
We belong to one family,  
united by Jesus.



### Grace in Action

Grace moves us to lead with love.  
We receive God's grace and we  
freely extend it to others.



### Live it Out

Faith doesn't stay inside  
Church walls. Jesus calls us  
to follow Him and to go.



### Always Growing

Faith has no finish line.  
God is always at work in us,  
drawing us closer to Him.

# Our Church

## What does it mean to be Christian Reformed at Calvary Church in Pella, Iowa?

### Community Information



- ▶ Pella, Iowa
- ▶ Small Town of 11,000 with slow but steady growth.
- ▶ Mixed farming, college, and industry. Home of Pella Windows and Vermeer Manufacturing.
- ▶ Founded by Dutch immigrants fleeing persecution for their faith. Dutch heritage is still celebrated today.

### What does it mean to be Christian Reformed?

Calvary Church embraces the teaching of "sphere sovereignty" and the good news that even now Christ claims every square inch under His reign.

We rejoice in the five solas of the Reformation.  
We appreciate and make use of the three Forms of Unity.

### How do we describe our understanding of the relationship between the local Church and the Christian Reformed denomination?

Belonging to the CRC has been and remains an important part of Calvary's identity. We are a missions-minded Church that consistently supports the work of the CRC through ministry shares and local missions. In past years we have helped establish other CRC congregations.

### What are we passionate about?

Our passions as a Church include supporting Christian education, encouraging missions, and fueling the faith of our youth.

We value Christian education not only in principle, but also in practice, by supporting families and helping our children have the opportunity to attend Christian grade school and high school where their faith can be nurtured alongside their academic growth.

We also have a heart for missions and desire to participate in God's kingdom work both locally and globally through prayer, support, and service.

At the same time, we are passionate about investing in our young people, encouraging their spiritual growth, and helping them become committed disciples of Jesus Christ. This passion is evident at Calvary youth events. Our multi-generational congregation shows up. We also make an intentional effort to include young volunteers in our committees and worship services.

These passions reflect our desire to be a congregation that is faithful in discipleship, active in witness, and intentional about preparing the next generation to follow Christ.

# Our Church

## Strengths and Ecumenical Activities

### What are our strengths?

Our congregation's strengths are especially evident in the ways we seek to nurture faith, live out Scripture, and model authentic Christian discipleship.

One of our greatest gifts is the intentional way we help nurture the faith of our children through practical teaching, mentoring, and encouragement to participate in the life of the Church.

Calvary also places a strong emphasis on applying the Bible to every area of life, encouraging members to grow in a faith that shapes not only worship on Sunday, but also daily decisions, relationships, work, and service in everyday life.

In addition, our members demonstrate an authentic and growing faith through the way they live, offering a visible witness of Christ-centered discipleship within the Church and beyond it.

### How does Calvary participate in ecumenical activities?

Our congregation participates in ecumenical life through active partnerships with other Churches and Christian ministries in our community. These include involvement in the Tulip Time ecumenical service, the Pella Ministerial Association, The Well resource center, New Life Prison Church, and Vacation Bible School.

Through these and other shared efforts, we seek to express the unity of the Church, strengthen our Christian witness, and serve our neighbors together. While we are firmly grounded in the Christian Reformed tradition, we value opportunities to collaborate with other believers in ministry and mission.



# Our Church

## Opportunities and challenges

### What are our opportunities for growth?

Our congregation recognizes that there are areas in which we can continue to grow.

One ongoing challenge is building deeper community within the Church. While we value fellowship and shared faith, we also see a need to know one another better, strengthen relationships across the congregation, and create more opportunities for meaningful connection, care, and mutual support.

We also recognize the need to strengthen our shepherding, both in the sense of providing consistent spiritual care and in developing the gifts and structures needed to walk closely with people through the joys and struggles of life.

These are important areas for growth as we seek to become a more connected, caring, and spiritually attentive body of Christ.

### What are some of the cultural challenges facing Christians and Christian Churches today?

Since we are located in a small Midwest town, we don't have to deal on a daily basis with some of the challenges that are part of inner-city situations. However, the culture is at our fingertips by way of the Internet and 'smart' devices. We recognize that we are not isolated from trends in the world around us and that we must challenge one another not to be conformed to the world but to be transformed by the renewing of our minds. (Romans 12:2)

Cultural issues we have faced include:

- The disruption of homes/marriages by divorce.
- The role of women in Church leadership. (Women serve as deacons at Calvary but not elders.)
- Issues related to sexuality/gender.
- The question of how political the Church should be as we teach from Scripture on moral issues.

# Our Church

## General characteristics of Calvary

### **Ministry focus:**

The focus of our Church's ministry balances serving the community and current members/participants equally, and focusing primarily on current members/participants.

### **Worship services:**

Worship services are designed to have an emphasis on believers and specifically for believers' growth in their Christian walk.

### **Music Style:**

The style of music used in the AM worship service is blended. The style of music used in the PM worship service is more traditional with hymns and Psalter.

### **Leadership:**

Leadership is generally shared between lay leaders and pastoral staff.

### **Spiritual growth:**

Calvary seeks to encourage spiritual growth through ministries for most groups.

### **Evangelism and Ministry Strategies:**

Evangelism strategies and methods are predominantly planned by church council and reflected in committee work.



# Our Church

## Key Demographic Information

### Average Sunday attendance:

AM Service: 350-400 for morning worship

PM Service: 50-75

### Baptized, Professing, and Confessing members:

402

### Profile of Church members:

#### Age:

12%	0-11	12%	12-18	4%	19-24	5%	25-34
16%	35-49	14%	50-64	37%	65+		

#### Occupations:

Business - 10%

Professional - 25%

Trades - 10%

Stay-at-home parent - 5%

Agriculture - 10%

Retired - 30%

Other - 5%

Student - 5%

### Percentage of members belonging to the congregation:

Less than 5 years: 8%

5-10 years - 9%

10 or more years - 83%

### Racial/Ethnic composition of congregation and surrounding community:

Both the church and community are predominantly white, with about 2% Latino representation.



# Our Church

## Financial and Facilities

### Financial

Present annual budget: \$695,112

Last year's annual budget: \$727,001

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

Budget	100% of expenditures
Denominational Ministry Shares	100% of pledged amount
Classical Ministry Shares	100% of pledged amount

### Facilities

Calvary has excellent facilities, all very well maintained. Nearly all spaces are on one level and ADA compliant. The Sanctuary holds approximately 600 and includes a large fellowship hall, office space for all staff, many classrooms and meeting rooms, dedicated youth house and recreational spaces, adequate onsite parking, adequate emergency shelters.

Are your buildings adequate for your ministries? Yes

Is a building program projected? No

Does the Church own a parsonage? Yes

Location of office or study: Church building has staff office space



# Our Church

## Staff and Leadership

### How many council members does Calvary have?

21. There are 11 Elders and 10 Deacons who serve on council. Pastoral staff participate on council

### What is the length of term for council members?

3 years

### How often does the full council meet?

Ordinarily 1x per month

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

There is an Administrative team which meets monthly to deal with many of the day-to-day operational matters. The Admin Team is composed of several current elders and deacons, with two-three former council members who volunteer to attend meetings in an advisory role. The Admin Team reports regularly to the Council. This allows the Council, Elders, and Deacons to focus less on such matters and more on shepherding the flock.

## In-Office Staff



Nate Klingenberg  
Minister of Education  
and Youth



Sheldon Starkenburg  
Minister of  
Congregational Life



Cindy Gritters  
Worship Coordinator

# Our Church

## Services and Worship

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

Pastors and Worship Coordinator work together to create various sermon series themes throughout the year. These are coordinated with and approved by the Program Music and Worship (PMW) committee.

Currently, we have 7 praise team leaders who plan the music for the morning worship. They are volunteers from the congregation. We encourage multi-generational participation in our worship teams. We give praise team leaders the freedom to select songs to match the sermon, with oversight from the Worship Coordinator.

The evening service is planned primarily by the Pastors and Worship Coordinator and the singing is taken from the Lift Up Your Hearts Hymnal and the Hymnal for Worship and Celebration.

### How would you describe the worship services in your Church?

As a multi-generational Church, we intentionally bring a variety of musical styles - from classic hymns using the organ, to modern praise and worship with a full band. Morning worship is a blend of hymns and praise songs. The evening service is a smaller, more intimate worship service.

### What are the current discipleship practices for members and attenders?

Members (and regular attendees) are divided into elder/deacon care groups. Additional "shepherds" are appointed as care partners.

We see our Church education programs as discipling: Sunday School, Catechism, Youth Group, Coffee Break, Young Adults, Young Family Group, and various Bible Study groups.

Small groups were emphasized a few years ago. A few are still active and more will be formed going forward.

# Position Overview

## About the Minister of Worship Role

### Key Information

- ▶ Full-time
- ▶ Date of vacancy:  
June 2025
- ▶ We are open to a male pastor.
- ▶ Preferred ministry experience:  
5+ years
- ▶ Required languages:  
English. Spanish is not a requirement but a few members speak Spanish as well.
- ▶ Bi-vocational?  
No
- ▶ Other roles on the team:  
Minister of Congregational Life  
Minister of Youth & Education  
Office Manager  
Worship Coordinator  
Custodians  
Historian/Archivist
- ▶ Previous Ministers  
Rev Thomas R. Dykstra (1994-2002)  
Rev. Arthur Van Wolde (2004-2012)  
Rev. Brad J. Bierma (2014-2025)

Calvary Church is seeking a Minister of Worship who will lead Christ-centered Scripture-rooted worship; preach and teach to build up the Church; model a passion for evangelism; and provide compassionate pastoral care.

The pastor will collaborate with other staff and ministry teams to plan and lead approximately 60% of the worship services. He will participate fully in Church leadership without chairing Council or Consistory. He will also equip elders, deacons, and emerging leaders for faithful service.

### Compensation

The salary range we are prepared to offer our new pastor is based on the CRC Minister Compensation Survey for our area. It will be commensurate with experience.

The average annual increase for this position over the past three years is 5%.

### Housing and Benefits

We have a parsonage and are open to accommodating a housing allowance.

Benefits include:

- Pension
- Medical insurance
- Life insurance
- Travel/mileage
- Continuing Education funds
- Continuing Education time allotted
- 4 weeks of annual vacation
- 3 weeks of study leave



# Programs and Ministries

Serving Others

The following are just some of the programs and ministries we undertake at Calvary



**+ Education**  
Adult and youth education are a core ministry at Calvary, with Sunday School, Catechism, Youth Group, and more.



**+ Red Rock Ministries**  
Founded as an outreach for annual campers, Calvary has supported this Summer service for decades.



**+ Cadets and GEMS**  
Guiding boys and girls grades 3-8 in their exploration of God through scripture, nature, and service. Teaching students practical life skills and craft skills.



**+ Youth Group**  
Building relationships with high school students through sharing God's word, prayer, serving, and having fun together.



**+ Outreach Programs**  
Programs such as Coffee Break and Mainly Music are designed for families with kids. Programs include time for Bible study, refreshments, play, craft and socializing.



**+ VBS**  
The community-wide Vacation Bible School helps lead student preschool children through 6th from throughout the community to share the gospel message.

# Goals

For the past year, with guidance from Thrive, Calvary's Council has been working on an updated Vision and Mission. From this, our congregation has identified several clear ministry goals that we hope will shape our life together in the coming years.

We want to strengthen Christ-centered teaching that equips people for everyday faithfulness and keeps the Church united around its mission. We also want to build a more intentional culture of discipleship, developing leaders, investing in one another's spiritual growth, and forming younger generations.

We hope to deepen community by becoming more welcoming and hospitable, and intergenerational,

with meaningful opportunities for fellowship, service, and connection. We also want to encourage more engaged worship through prayerful preparation, thoughtful participation, and applying God's Word beyond Sunday morning.

Finally, we want to strengthen Life Groups as smaller communities centered on Scripture, prayer, fellowship, accountability, and neighborhood mission, while growing in testimony and witness as people share God's faithfulness and invite others into the life of the Church.

Together, these goals reflect our desire to become spiritually mature, relationally connected, and faithful in everyday gospel living.

## 1-Year Goals

### 01

#### Discipleship

Calvary will build a clear discipleship pathway through timely leader onboarding, regular leadership training, and intentional mentoring or prayer-partner relationships for students and young adults.



### 03

#### Worship

Calvary will strengthen worship engagement through regular pre-service prayer, sermon discussion questions, and congregational feedback on prayerfulness, attentiveness, and sermon application.



### 02

#### Life Groups

Calvary will clarify and pilot its Life Group ministry by defining Life Groups, training leaders, and launching or re-aligning groups around Scripture, prayer, fellowship, and neighborhood mission.



# Helpful Local Information



## Calvary Church

[calvarypella.org](http://calvarypella.org)

## Community

[pella.org](http://pella.org)

[visitpella.com](http://visitpella.com)

[cityofpella.com](http://cityofpella.com)

## Schools/Education

[pceagles.org](http://pceagles.org)

[pellaschools.org](http://pellaschools.org)

[central.edu](http://central.edu)

## Recreation

[redrockarea.com](http://redrockarea.com)

[mvr.usace.army.mil/lakeredrock/recreation](http://mvr.usace.army.mil/lakeredrock/recreation)

## Healthcare

[pellahealth.org](http://pellahealth.org)

[Sinceraurgentcare.com](http://Sinceraurgentcare.com)