

MINISTRY SITE PROFILE

# Fredsville Lutheran Church

Cedar Falls, IA

Completed:



**Evangelical Lutheran Church in America**  
God's work. Our hands.

*The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website ([www.ELCA.org/call](http://www.ELCA.org/call)).*

## Summary Description

Fredsville offers an exciting opportunity for an energetic leader to help us grow spiritually with an emphasis on our youth/young family ministry, Sunday worship, teaching and preaching God's Word, ministry to our current members (including pastoral care and visitation) and growing our ministry and mission to a larger community. Fredsville is a caring, active congregation located in a beautiful rural setting with modern facilities. We offer the best of all worlds, being well supported by the surrounding towns and still have all of the resources of the Waterloo/Cedar Falls/UNI area just minutes away. Visit us at [fredsvillelutheran.org](http://fredsvillelutheran.org). Come grow with us!

## PART I: WHO WE ARE

### Name and Location

#### CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

**Cedar Falls, IA, 50613**

CITY, STATE, ZIP

**Northeastern Iowa Synod (5F)**

SYNOD

**Rural**

SIZE OF COMMUNITY

**Fredsville Lutheran Church**

NAME

**02402**

CONG ID

**US**

COUNTRY

**Congregation - Organized**

TYPE OF MINISTRY SITE

**1871**

YEAR ORGANIZED

### Contact Information

**Ministry Site (preferred contact information)**

**32756 150th Street**

ADDRESS LINE 1

**[fredsville@fredsvillelutheran.org](mailto:fredsville@fredsvillelutheran.org)**

E-MAIL

ADDRESS LINE 2

**[https://www.fredsvill  
elutheran.org](https://www.fredsvill<br/>elutheran.org)**

WEB SITE

**Cedar Falls, IA, 50613**

CITY, STATE, ZIP

**(319) 989-2065**

PHONE

**US**

COUNTRY

**(319) 989-2087**

FAX

**Chairperson of Congregation or Head of the Organization**

**Brenda Cooper**

NAME

**409 Mayme Street**

ADDRESS LINE 1

ADDRESS LINE 2

**Dike, IA, 50624**

CITY, STATE, ZIP

**(319) 415-1625**

**US**

COUNTRY



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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**MNBATHOME13@msn.com**

E-MAIL

**Chairperson of Call or Search Committee**

**Eric Andersen**

NAME

**15097 X Ave**

ADDRESS LINE 1

**Cedar Falls, IA, 50613**

CITY, STATE, ZIP

**US**

COUNTRY

**(319) 240-0848**

DAY PHONE

**eha4isu@gmail.com**

E-MAIL

EVENING PHONE

CELL PHONE

FAX

## Demographics

### Language Spoken

**In the congregation/ organization**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**In the surrounding community**

**English**

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

**Race/Ethnicity (In the Congregation)**

**Caucasian (100%)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

**Race/Ethnicity (Surrounding Community)**

**Caucasian (95%)**

**Latino/Hispanic (5% or less)**

**African American/Black (5% or less)**

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

### Gender comparison

**46%**

**54%**

### Age distribution

**30%**

**15%**

**15%**

**15%**

**25%**

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

### Number of Paid Staff

**0**

**0**

**2**

**1**

**2**

**0**

Ministers of Word and Sacrament (PASTORS)

Ministers of Word and Service (DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



### Congregational Information

51 - 150

0 - 25

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

### Distance members live from church facilities:

0%

0%

10%

90%

### Community Type

1/2 MILE OR LESS

1/2 - 1 MILE

1 - 3 MILES

MORE THAN 3 MILES

☒ Suburban

☐ College or University

☒ Farming

☐ Inner City

☐ Mining/logging

☐ Ranching

☐ Industrial

☐ Resort

☐ Retirement

### Budget of the Congregation/ Organization

2021

\$230,798

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$5,000

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

\$180,000

TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

\$751,802

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

## PART II: OUR VISION FOR MISSION

### Trends in the Community Context of the Congregation or Organization

#### Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

Fredsville is located in rural Cedar Falls between Dike and Cedar Falls. The area has a diversified commercial base, including John Deere, MercyOne, Unity Point, Cedar Valley Medical Specialists, Tyson Foods, University of Northern Iowa and Hawkeye Community College, local Waterloo Career Center for high school students, Target Distribution, and a local waterpark and amusement park. Market conditions in the area are generally stable and the economic base is supported by strong industrial employment centers and farming. The Cedar Falls/Waterloo area offers many attractions including cultural events from the UNI campus, several theaters, athletic events, bike trails, museums, shopping, and restaurants. Fredsville is located in the newly renovated Dike New Hartford school district, which has an enrollment of more than 900 students and is well rated. The city of Dike (population 1304) is a commuter community offering a public library, local wellness center, convenience store/gas station, hardware/lumber store, bar and restaurant, banks, chiropractor, hairdresser, golf course, swimming pool, sports complex and splash pad, bike/walking path that connects with Grundy Lake and two city parks. The combination of small town living and the cities of Cedar Falls/Waterloo provides an appealing area for its current and future residents.

#### Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.

- Competition with nearby larger churches attracting younger families.
- Decrease in numbers due to COVID. We had a substantial growth in young families and young member prior to COVID, but are having difficulty getting families to return to in-person services versus on social media platforms.
- Our longtime Pastor has accepted a call elsewhere, but despite this we are moving forward. Staff and congregational members have stepped up to continue keeping Fredsville an active church within the community by continuing services, outreach to community and adding new programs.



**Context:**

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

- **Shifting demographics have the smaller communities transitioning into bedroom communities.**
- **There is a general trend throughout communities of lower church attendance**
- **Divisions within the church regarding politics of COVID and COVID protocols**

**Programs:**

Describe your congregation's or organization's current programs for mission and ministry.

- **Music: Children handbell choir**
- **Youth: Sunday school classes (with Christmas program), WINGS and JAM (previous youth programs which we are currently working to bring back into the community), VBS, support of summer church camps, 3-year confirmation program, Youth mission trips**
- **Ministry: outreach to our members and surrounding communities**  
**and**
- **Outreach: Clothing Closet, Endowment Committee donations (ex: local school, foodbanks, local fire depts), Little Food Pantry, Salvation Army and Lutheran World Relief, Bremwood Angel Tree, Lutheran Disaster Relief fund for Ukraine, Lutheran Services of America, community service and activities**

**Goals:**

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

**Fredsville is a congregation committed to expanding our ministry and mission to a larger part of our community, particularly to young families and young adults through afterschool Christian programs with other area churches (WINGS, JAM), while revitalizing inactive members and enhancing the service we provide to our current members.**

**Energy:**

What is your congregation or organization really excited about right now?

**The people at Fredsville are filled with HOPE for the future. We look forward to:**

- **The selection of an enthusiastic Pastor who will bring a real passion for doing God's work and will guide and direct us through the teachings of God's Word.**
- **Growing our ministry with more young families and more young adults.**
- **Continued revitalization of the adult and youth involvement in the church and it's activities.**
- **A spiritually renewed church where members of all ages feel a deep desire to come to worship and grow in their faith.**

**Partnership:**

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

**We continue to offer our support financially and through participation in Synod activities. We remain committed to supporting the ELCA and its ministries and missions.**



## Ministry Site Characteristics

### AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

### OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

### OUR PROGRAMMING

Our facilities are often used by community groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

### OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



## Purpose, Giftedness and Mission

### **Purpose**

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Fredsville is a caring Christian community welcoming all people to celebrate God's love and grace through worship, service and community (local and international) outreach. Fredsville is a giving and family-oriented congregation rich in Danish heritage. We are a service minded, hardworking, middle class and Christ seeking people. We have a strong tradition of being caring and supportive of each other and others in need as reflected in our endowment organizations and in our various outreach programs

### **Giftedness**

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

#### **Assets:**

1. We are supportive and caring of each other, including our youth with dedicated leaders, willing workers, and talented and gifted people.
2. We have wonderful recently updated facilities which include youth education classrooms, gathering space, and office and meeting rooms.
3. We are blessed to be owners of farmland, the proceeds from which we have been able to support our endowment programs and help fund capital improvement projects with our facilities.

#### **Obstacles:**

1. We struggle to keep our youth and young families involved.
2. We are currently challenged to increase in person worship attendance post-COVID

### **Mission**

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

- We seek to continue to grow our ministry with children, youth, and young families. We are looking to continue our involvement with visitation and pastoral care including the sick, shut-ins, current, prospective, new and inactive members.
- We desire Bible-based and life-applicable worship services which are meaningful and inspiring.
- We desire to continue to be actively involved in our community with community outreach.

## References

### **Synod Bishop**

**Bishop Kevin Jones**

**Northeastern Iowa Synod**

**jonesk@neiasynod.org**

NAME

SYNOD

E-MAIL

**(319) 352-1414**

DAY PHONE

EVENING PHONE

CELL

FAX

### **Inside Congregation or organization**

**Tiffany Asche**

**Tasche24@q.com**

NAME

ORGANIZATION AND TITLE

E-MAIL

**(319) 404-4384**

DAY PHONE

EVENING PHONE

CELL

FAX



### Outside Congregation or organization

**Maureen Stockdale**

**mostock41@gmail.com**

NAME	ORGANIZATION AND TITLE	E-MAIL
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**(319) 231-9988**

DAY PHONE	EVENING PHONE	CELL	FAX
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### An ELCA rostered minister

**Pastor Patricia Shaw**

**pshaw64@mediacombb.net**

NAME	ORGANIZATION AND TITLE	E-MAIL
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**(641) 512-1198**

DAY PHONE	EVENING PHONE	CELL	FAX
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### Anyone else who knows your setting well

**Tom Verhulst**

**Long-time congregation member**

**tverhulst@beecherlaw.com**

NAME	SYNOD	E-MAIL
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**(319) 269-9020**

DAY PHONE	EVENING PHONE	CELL	FAX
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## PART III: LEADERSHIP NEEDS

### The Leader we Seek

#### Roster Type:

- ☒ Minister of Word and Sacrament
 ☐ Minister of Word and Service
 ☒ In Candidacy/First Call

**Solo Pastor**

**Master's Degree (seminary or graduate school)**

**Full time call**

POSITION TYPE:

MINIMUM DEGREE REQUIRED:

FULL TIME/PART TIME:

#### Language Proficiencies

**English/Fluent**

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

#### Experience:

- ☒ 0-3 years
 ☒ 4-9 years
 ☒ 10 -15 years
 ☒ 16- 20 years
 ☒ 21 + years

### Top Five Ministry Tasks

*The five most critical tasks required in this position.*

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy     | <input checked="" type="checkbox"/> Children's Ministry           | <input type="checkbox"/> Christian Education           |



- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Communications/ Media                   | <input type="checkbox"/> Community Organizing            | <input type="checkbox"/> Conflict Management              |
| <input type="checkbox"/> Counseling/ Social Work                 | <input type="checkbox"/> Early Childhood Administration  | <input type="checkbox"/> Ecumenical Work                  |
| <input type="checkbox"/> Evangelism/ Mission                     | <input type="checkbox"/> Financial Management            | <input type="checkbox"/> Global Service                   |
| <input type="checkbox"/> Innovation / Creativity                 | <input type="checkbox"/> Interim Ministry                | <input type="checkbox"/> Interpret Theology               |
| <input type="checkbox"/> Inter-personal Climate                  | <input type="checkbox"/> Ministry in Crisis              | <input type="checkbox"/> Ministry in Daily Life           |
| <input type="checkbox"/> Ministry with Seniors                   | <input type="checkbox"/> Multicultural Ministry          | <input type="checkbox"/> Music / Worship / Arts           |
| <input type="checkbox"/> Outdoor/ Camping Ministry               | <input type="checkbox"/> Parish Nurse / Health           | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship  | <input type="checkbox"/> Public Policy / Advocacy         |
| <input type="checkbox"/> Recruit and Equip Leaders               | <input type="checkbox"/> Self Care / Family Life         | <input type="checkbox"/> Small Group Ministry             |
| <input type="checkbox"/> Social Ministry                         | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship                      |
| <input type="checkbox"/> Strategic Mission Planning              | <input type="checkbox"/> Teaching                        | <input type="checkbox"/> Volunteer Coordination           |
| <input checked="" type="checkbox"/> Youth and Family Ministry    |  |   |

### Gifts for Ministry

*The five gifts essential in this position, and the five that are very helpful in this position.*

Top Priority		Very Helpful
<b>Yes</b>	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
<b>Yes</b>	Be active in visitation of members and non-members.	
	Be effective in working with children.	<b>Yes</b>
<b>Yes</b>	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
<b>Yes</b>	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
<b>Yes</b>	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	<b>Yes</b>
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	<b>Yes</b>
	Bring joy and good humor to relationships.	<b>Yes</b>
	Be able to share leadership and work in a team.	<b>Yes</b>





	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

### **Mutual Expectations**

Please list the five primary areas of activity or focus that you wish your newly-called rostered minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Children/youth/young family ministry**
- B. **Building relationships with all ages (including the sick, current, prospective, new and inactive members)**
- C. **Enthusiastic worship leadership and sermons (Bible-based and relative to our daily lives)**
- D. **Spiritual development in and throughout our every day lives**
- E. **Continuing to build a sense of community**

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- A. **Active participation and support of worship, fellowship, committees, youth and all other activities**
- B. **Listen to and support new ideas**
- C. **Be welcoming to him/her and their family**
- D. **Be positive, encouraging, patient and understanding**
- E. **Prayer**

### **Compensation**

Yes	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

### **Benefits**

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	No	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

### **Professional Expenses**

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT



Yes

FIRST CALL THEOLOGICAL EDUCATION

Yes

CONTINUING EDUCATION

**Comments:**

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

We have an on-site parsonage available that we would highly encourage our new pastor to utilize. It is a three-bedroom ranch style house built in the early 60's that is move in ready. Major updates were done 10 years ago including the kitchen with additional updates in 2022. Compensation and benefits are negotiable according to each specific situation according to Synod guidelines. We do not currently have a Parental Leave Policy in place; however, we would be open to implementing one on an individual basis.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization

Yes

Printed history of the congregation or organization

Yes

Strategic Plan: Goals and Objectives

No

Budget

Yes

Annual Report

Yes

Position description: Duties and Responsibilities

Yes

Communications Piece (publicity, newsletter, etc.)

Yes



## **PART IV: COMMENTARY**

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

**Our mission statement: Fredsville is a caring Christian community welcoming all people to celebrate God's love and grace through worship and service.**

**We have modern, up to date and well-maintained facilities. Our current schedule includes:**

**o Sunday morning worship at 9:30am followed by fellowship in the fellowship hall. Youth Sunday school meets from 10:30 to 11:15am. Wednesday night is church night for our school districts. Confirmation classes along with practices for handbell and youth handbell choirs are held on Wednesday evenings.**

**Missions, Ministries and Activities that we offer:**

- o Strong music leadership**
- o Sunday School classes with a Christmas program**
- o Strong community attended VBS program**
- o Christian afterschool youth programs (WINGS and JAM)**
- o 3-year confirmation program with parental and mentor involvement**
- o Support of summer church camps and youth mission trips**
- o Knowledgeable and progressive technology and media team**
- o Fancy fingers fellowship – a group who meets to share fellowship and crafting**
- o Quilting group that meets weekly for Lutheran World Relief**
- o Support of Bremwood Residential Youth Treatment Center**
- o Fredsville developed community services including Little Pantry, pillow case dresses, and Clothing Closet**
- o Support of many local and regional non-profit programs**

**Fredsville is very fortunate to have a well-funded endowment fund that distributes to many local causes each year. A farm was gifted to us several years ago that provides the majority of the funding for the endowment fund. We also have a well maintained self-funded cemetery.**

**We see ourselves as a small country church, however as you can see, Fredsville is very active within and outside of our congregation and we have the capacity and desire to expand these missions and ministries.**

**It is our wish that our pastor will be involved in community activities. We feel that it is very important for our church and our Pastor to be a part of the communities in which we live so that we can be most effective at mission and ministry.**

**Fredsville is a congregation that is active in mission and ministry and yet has the potential for so much more. We are looking for an energetic Pastor to bring passion and focus to our congregation so that we may grow together, inspire each other, and partner with us to do so much more for so many more people.**

## **PART V: COMPLETION OF PROFILE**

### **Discernment Process and Adoption**

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

**A call committee of 9 volunteers met frequently. A questionnaire was developed from the Ministry Site Profile by the committee and sent to all active members of the congregation. The committee compiled the results of the questionnaire to be used for completing the MSP and posted the results to keep the congregation informed. After careful deliberation by the committee, the MSP was submitted to the church council for their approval. A summary of the MSP was posted for the congregation.**

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **7/31/2022** board:



### **CALL PROCESS ADMINISTRATOR**

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

**Pastor Liz Albertson**

NAME

**(319) 352-1414**

OFFICE PHONE

**Pastor**

TITLE

**albertsonl@neiasynod.org**

E-MAIL

### **Reference's Recommendation**

**Mauren Stockdale**

NAME

**(319) 231-9988**

DAY PHONE

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**mostock41@gmail.com**

E-MAIL

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