

MINISTRY SITE PROFILE

First Lutheran Church of Alexandria, MN

Alexandria, MN

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).

Summary Description

First Lutheran seeks a Lead Pastor who loves Jesus, builds relationships, inspires trust, and collaborates with our lay staff and congregation to strengthen our mission to be a vibrant Christian community where faith and life meet through worship, learning, and serving in Jesus' name. This leader will listen well, provide clarity, make thoughtful decisions, and remove obstacles so ministry can flourish.

PART I: WHO WE ARE

Name and Location

CONGREGATION

First Lutheran Church of Alexandria, MN

11982

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

NAME

CONG ID

Alexandria, MN, 56308

US

CITY, STATE , ZIP

COUNTRY

Northwestern Minnesota Synod (3D)

Congregation - Organized

1872

SYNOD

TYPE OF MINISTRY SITE

YEAR ORGANIZED

Small city (10,000 - 49,999)

SIZE OF COMMUNITY

Contact Information

Ministry Site (preferred contact information)

First Lutheran Church

1655 18th Ave E

Alexandria, MN, 56308

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

admin@firstlutheranalexandria.com

<https://firstlutheranalexandria.com/>

(320) 762-2196

E-MAIL

WEB SITE

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Bruce Belseth

NAME

3389 Latoka Bay Rd SW

Alexandria, MN, 56308

US

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

(507) 227-1038

(507) 227-1038

(507) 227-1038



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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belsethse@hotmail.com

E-MAIL

Chairperson of Call or Search Committee

Jeff Lindoo & Julie McDonald

NAME

1655 18th Ave E

Alexandria, MN, 56308

US

ADDRESS LINE 1

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CITY, STATE, ZIP

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(320) 762-2196

(612) 850-8412

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FAX

call.committee@firstlutheranalexandria.com

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

African American/Black (5% or less)

Asian/Pacific Islander (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (95%)

African American/Black (5% or less)

Latino/Hispanic (5% or less)

Multi-racial (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

Age distribution

46%

54%

20%

15%

10%

15%

25%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

2

0

9

2

0

0



Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

700+

101+

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities: Community Type

0% ☐ Suburban 1/2 MILE OR LESS	5% ☒ College or University 1/2 - 1 MILE	20% ☐ Mining/logging 1 - 3 MILES	75% ☒ Farming MORE THAN 3 MILES
☐ Inner City	☐ Resort	☐ Ranching	☒ Retirement
☒ Industrial			

Budget of the Congregation/ Organization

2025

\$1,769,500

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$46,834

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

LAST FISCAL YEAR

\$1,486,258

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

\$1,082,421

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.

Alexandria, Minnesota is a growing rural, mid-sized lakes-area community that serves as a regional hub for commerce, education, healthcare, and recreation. The population is predominantly White, with slowly increasing diversity, and includes a mix of retirees, working adults, and families with children. Socio-economically, the community spans from significant wealth to pockets of poverty, often described as a "haves and have-nots" dynamic, with many residents enjoying a comfortable middle to upper-middle-class lifestyle while others face housing and income challenges. Major employment sectors include healthcare, education, manufacturing, skilled trades, retail, hospitality, tourism, and small businesses, with some large employers providing stable, well-paying jobs. The lifestyle is shaped by outdoor recreation—especially lakes and seasonal activities—alongside strong schools, quality healthcare, active arts and cultural offerings, and high civic and church engagement. Overall, Alexandria is viewed as a desirable place to live, retire, raise a family, and build community, marked by generosity, local pride, and a close-knit small-town character.

Trends:

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

1. Over the past several years, the Alexandria community has been challenged by pandemic-driven changes that reshaped how people gather, worship, work, and relate to one another. COVID accelerated shifts toward digital participation, reduced in-person engagement, and left lasting effects on community connection, mental health, and volunteer capacity. While some adapted well, others became more isolated or disengaged.
2. A second major challenge has been economic pressure and housing affordability. Rapid population growth, rising costs of living, increased demand for childcare, healthcare, and food assistance, and a shortage of affordable single-



family housing have widened the gap between those with financial stability and those experiencing insecurity. New apartment construction and senior housing have helped address some needs, but many working families continue to feel strained, contributing to housing instability and increased demand on social services.

3. Finally, the community has experienced heightened political, social, and institutional division. National and state-level issues have increasingly shaped local conversations, impacting schools, immigration concerns, public funding, and civic trust. These tensions have contributed to polarization, leadership fatigue, and skepticism toward public institutions, even as the community continues to demonstrate resilience, generosity, and a shared desire to care for neighbors and sustain a hopeful vision for the future.

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.

Over the past three to five years, the congregation has experienced significant pastoral and leadership turnover, including the retirement of a long-tenured lead pastor, the short and sometimes divisive tenure of a subsequent lead pastor, and the transition to an interim and newly stabilized pastoral team. These changes have created periods of growth as well as disruption, contributing to emotional fatigue, lingering hurt, and a sense of uncertainty within the congregation. At the same time, the church has faced financial strain, with expenses outpacing giving despite periods of membership growth and expanded staffing and programming, resulting in difficult decisions and heightened concern about sustainability.

Additionally, the congregation has undergone notable shifts in participation and identity, influenced by COVID, the move into a new building, and the expansion of hybrid worship. In-person attendance has declined, online engagement has increased, and membership commitments have softened, particularly among young families after confirmation. While children, youth, and intergenerational programming have grown in some areas, engagement is uneven across worship services, and volunteer capacity has become more strained. Alongside these challenges, there are emerging positive trends, including increased transparency from leadership, a growing emphasis on care for creation, renewed efforts in outreach and service, and signs of multigenerational involvement—pointing to both the need and opportunity for clearer focus, healing, and renewed alignment around mission and ministry.

Programs:

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

The congregation offers a broad and active range of mission and ministry programs centered on worship, faith formation, care, and service. Worship is a primary anchor, with multiple styles offered weekly—traditional, blended, contemporary, online, and seasonal outdoor worship—supported by a strong music ministry. Children, youth, and family programming is a major emphasis, especially through weekly Wednesday activities that combine learning, worship, meals, and fellowship, while adult formation is supported through many small groups, Bible studies, and book discussions. The church is deeply engaged in local and global mission through partnerships, service projects, and long-standing ministries, and the building serves as a hub for community support and outreach. At the same time, the number of programs can feel overwhelming, with higher engagement among retirees and more limited participation from working-age adults and young families, highlighting a growing need to simplify, clarify priorities, and focus on sustainable, missional discipleship.

Goals:

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

The congregation's shared sense of purpose centers on living out the mission "Where faith and life meet" through worship, learning, and serving in Jesus' name. Core priorities include offering meaningful, relevant worship for all ages; nurturing faith formation across the lifespan—especially for children, youth, and families; and engaging members in service that builds caring relationships and meets real needs in the congregation, community, and beyond. There is a strong emphasis on hospitality, pastoral care, and creating a welcoming, spiritually safe space where people can grow in their relationship with Jesus and connect faith to everyday life. At the same time, many respondents express a desire for greater clarity, alignment, and stability—including securing a full-time lead pastor, strengthening financial and staff stability, and developing a clearer, shared vision with measurable goals to guide ministry and ensure a smooth and sustainable transition into the future.

Energy:

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

Right now, the congregation's energy is best described as concerned but hopeful rather than overtly excited. Much of the focus is on calling a new lead pastor, restoring financial stability, and moving beyond prolonged transition and fatigue caused by staffing and leadership changes. At the same time, there is deep commitment to sustaining and strengthening what continues to give life to the congregation—meaningful worship in multiple forms, vibrant



Children, Youth, and Family ministries, seasonal faith practices, and strong community engagement. Members express a longing for stability, clarity, and forward momentum, paired with a quiet but resilient hope that God is still at work, leading the congregation toward renewal, deeper service, and a future where faith and life continue to meet in tangible ways.

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?

First Lutheran Church is one of the largest congregations in the Northwestern Minnesota Synod (NWMN). We are also a leader in supporting our synod through benevolences and special offerings and hosting events. Most recently, we hosted the NWMN Synod Road trip event at our church, allowing for learning and gathering of Synod staff, pastors and laypeople. We have been called to lead by example and by influence throughout our community and surrounding areas. Throughout the years, pastors, lay staff, and congregational/board members have attended synod-sponsored events regarding stewardship, worship and youth ministry. Additionally, several staff members are currently serving and/or have served the synod on various committees and as resources for other congregations in the synod for specific topics and events. Every spring our pastors and six lay voting members representing First Lutheran attend and participate in the Synod Assembly. Prior to COVID-19, we had 80+ high school and junior high students participate in National Youth Gatherings and the Junior High Synod Gatherings.

Maintaining and growing our local and global partnerships continues to be a priority for our congregation. First Lutheran has an established legacy of strong partnerships with Luther Crest Bible Camp, the United Way, and other ELCA congregations throughout our community. From a global perspective, we continue to support our overseas missionary partner in Tanzania. Additionally, we provide support to Lutheran Disaster Relief focusing on assisting those impacted by natural disasters and victims of the war in Ukraine.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	☐	☒	☐	☐	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	☐	☒	☐	☐	We have no stated goals or plans.
We are racially and economically diverse.	☐	☐	☐	☒	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	☐	☐	☒	☐	We prefer ideas that are tried and true.
We rely on our leaders for direction.	☐	☒	☐	☐	We rely on group decision-making.
We have learned how to use conflict constructively.	☐	☒	☐	☐	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	☒	☐	☐	☐	Our facilities are only used for our activities.
We train people to minister outside our walls.	☐	☒	☐	☐	We train people to minister inside our walls.
We focus on ideas and beliefs.	☐	☒	☐	☐	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	☒	☐	☐	☐	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	☒	☐	☐	☐	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	☐	☒	☐	☐	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?

Our purpose is to be a Christ-centered community where faith and life meet—loving God, loving our neighbors, and helping people grow in a lived relationship with Jesus. We exist to reflect Christ's light in our daily lives, our community, and the world.

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?

Our congregation is richly blessed with faithful and generous people, dedicated pastoral and lay leadership, talented musicians, and a strong volunteer spirit. We are supported by a welcoming and versatile facility, deep community roots, and members of diverse ages, skills, and experience. Together, these relational, spiritual, and financial resources provide a strong foundation for vibrant worship, meaningful ministry, and sustained service.

1. People – Faithful, Generous, and Talented Members

A strong core of committed volunteers, generous financial supporters, skilled leaders, retired members with wisdom and time, engaged young families, and individuals with diverse talents. The congregation repeatedly named its people as the greatest gift.

2. Pastoral and Lay Leadership (Staff & Musicians)

Gifted pastors, capable church staff, dedicated council and committee leaders, and a vibrant music ministry (choir, instrumentalists, worship teams). Leadership and worship excellence were frequently highlighted as strengths.

3. Facility and Physical Resources

A beautiful, welcoming, and versatile church building and grounds that support worship, preschool/daycare, community events, outreach partnerships, and fellowship. The facility is seen as both a spiritual home and a community asset.

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?



Our mission is to proclaim the Gospel of Jesus Christ and make disciples by gathering people in faithful worship, grounding them in Scripture, and sending them into the world to love and serve their neighbors. We are called to cultivate a welcoming community where faith is formed across generations, where lives are shaped by God's Word, and where hospitality, compassion, and service visibly reflect Christ's love.

As we carry out this calling, we commit to focused outreach, intentional invitation, care for those in need, and faithful stewardship that sustains and strengthens our witness for the future.

1. Spiritual Formation & Gospel-Centered Worship

Strengthening preaching, grounding ministry in Scripture, nurturing Lutheran identity, deepening faith across generations, and keeping worship vibrant, meaningful, and central. Many responses emphasized discipleship, youth faith formation, Bible study, and connecting faith to everyday life.

2. Outreach, Invitation & Community Engagement

Welcoming and integrating new members, expanding evangelism, serving local and global neighbors, supporting youth and families, and becoming more intentional in invitation, hospitality, and visible community impact (including digital outreach).

3. Financial Health & Stewardship for Sustainability

Becoming fiscally stable, reducing or eliminating debt, strengthening stewardship culture, supporting pastoral leadership responsibly, and aligning resources with clear, focused priorities to sustain long-term mission.

References

Synod Bishop

Bill Tesch	Northwestern Minnesota Synod	newsnwmn@cord.edu
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NAME	SYNOD	E-MAIL
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(218) 299-3019

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

David Holtz		mn.ia.wi@gmail.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(320) 292-9241

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Tara Bitzan	Alexandria Lakes Area Chamber of Commerce, Executive Director	tbitzan@alexandriamn.org
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NAME	ORGANIZATION AND TITLE	E-MAIL
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(320) 763-3161

DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Maddie Elliott	Luther Crest Bible Camp, Exec Director	maddiee@luthercrest.org
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NAME	ORGANIZATION AND TITLE	E-MAIL
(320) 846-2431		
DAY PHONE	EVENING PHONE	CELL
Anyone else who knows your setting well		
Del Mari Runck		delmari@charter.net
NAME	SYNOD	E-MAIL
(320) 808-8181		(320) 808-8181
DAY PHONE	EVENING PHONE	CELL

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Senior Pastor / Head of Staff

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Full time call

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.

- | | | |
|--|---|---|
| ☒ Administration | ☒ Building a Sense of Community | ☐ Campus / Young Adult Ministry |
| ☐ Chaplaincy | ☐ Children's Ministry | ☐ Christian Education |
| ☐ Communications/ Media | ☐ Community Organizing | ☐ Conflict Management |
| ☐ Counseling/ Social Work | ☐ Early Childhood Administration | ☐ Ecumenical Work |
| ☐ Evangelism/ Mission | ☐ Financial Management | ☐ Global Service |
| ☐ Innovation / Creativity | ☐ Interim Ministry | ☐ Interpret Theology |
| ☐ Inter-personal Climate | ☐ Ministry in Crisis | ☐ Ministry in Daily Life |
| ☐ Ministry with Seniors | ☐ Multicultural Ministry | ☐ Music / Worship / Arts |
| ☐ Outdoor/ Camping Ministry | ☐ Parish Nurse / Health | ☐ Participant in the Larger Church |



- | | | |
|--|---|---|
| ☐ Pastoral Care and Visitation | ☒ Preaching / Worship | ☐ Public Policy / Advocacy |
| ☐ Recruit and Equip Leaders | ☐ Self Care / Family Life | ☐ Small Group Ministry |
| ☐ Social Ministry | ☒ Spiritual Formation / Direction | ☐ Stewardship |
| ☒ Strategic Mission Planning | ☐ Teaching | ☐ Volunteer Coordination |
| ☐ 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
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	Yes
	Provide care and nurture.	
	Be active in visitation of members and non-members.	Yes
	Be effective in working with children.	
Yes	Build a sense of community among the people with whom he/she works.	
	Help others develop their leadership abilities and skills for ministry.	Yes
Yes	Be an effective administrator.	
Yes	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.	
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	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.	Yes
	Bring joy and good humor to relationships.	Yes
Yes	Be able to share leadership and work in a team.	
	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. Preach the good news of Jesus, enhancing worship for all generations
- B. Provide leadership of staff, council and congregation building a thriving community of disciples of Jesus
- C. Help us discern Jesus' call to develop a strategic mission and vision
- D. Help cultivate, engage, and establish a culture of generosity and faith filled stewardship in Jesus' name
- E. Align the mission and ministry priorities of Jesus with the sustainable financial practices of this congregation

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. We provide a Worship Board (lay led), a Worship Team (staff) and we offer a Mutual Ministry Committee (lay led) and commit to being open to new ideas.
- B. The Council, boards and staff will collaborate with you by providing lay leadership as we seek to be a thriving community of disciples of Jesus.
- C. Our Congregation is committed to discern Jesus' call to identify our strategic mission and vision and live it out every day through congregational meetings, task force, and input.
- D. The Congregation has reestablished a stewardship committee and has lay leadership eager to serve in this ministry.
- E. The Council has done extensive work the past year aligning our budget with our offerings and we will continue to be fiducially responsible. We have a Finance and Facilities Board with a finance committee which supports the work of the Council.

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$100,000 +	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	Yes
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
No	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION



Comments:

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

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.

Clarification is needed regarding the hope for spiritual direction. First Lutheran is not looking for a certified spiritual director but rather a leader who can help our church family grow in spiritual understanding, both as a community and as individuals.

In our ever changing world, the need for creative and innovative ways to lead, comfort, and share the good news would be helpful in continuing the mission to create a space where Faith and Life meet. Skills of administrative leadership go hand in hand with the mission of First Lutheran, so staff, council, and congregation function with purpose and enthusiasm for the joy of the Lord!

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 Transition Task Force was formed to work alongside the Interim Lead Pastor in guiding this process. Their goals were to honor the past, assess the present, and envision the future of the ministry. The congregation was engaged through three forums, offered on both Sundays and Wednesdays, ensuring broad participation. In addition, staff, council members, and the congregation were invited to complete three surveys focused on key elements of the Ministry Site Profile. This final profile reflects the collective, prayerful input of the congregation, staff, council, and Transition Task Force.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's 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.

Genelle Netlund

NAME

(218) 299-3019

Associate to the Bishop

TITLE

genellenetland@cord.edu



OFFICE PHONE

E-MAIL

Reference's Recommendation

NAME

E-MAIL

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CELL

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