

MINISTRY SITE PROFILE

St. John Lutheran Church

Cedar Falls, IA
Completed: 01/14/2026



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

We are a loving community of Jesus followers proudly Lutheran in expression, publicly open and affirming. We practice a model of Christian community described as "congregation led, staff empowered," wherein all people are invited to creatively contribute. We are experiencing numerical growth; we seek an Associate Pastor who can help us grow depth of faithful engagement for all participants – through theological reflection, relationship development and service, as we "joyfully take God's love into the world."

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

Small city (10,000 - 49,999)

SIZE OF COMMUNITY

St. John Lutheran Church

NAME

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

10870

CONG ID

1867

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

715 College Street

ADDRESS LINE 1

office@stjohncf.org

E-MAIL

ADDRESS LINE 2

www.stjohncf.org

WEB SITE

Cedar Falls, IA, 50613

CITY, STATE, ZIP

(319) 268-0165

PHONE

US

COUNTRY

(319) 266-3207

FAX

Chairperson of Congregation or Head of the Organization

[REDACTED]

NAME

[REDACTED]

ADDRESS LINE 1

ADDRESS LINE 2

[REDACTED]

CITY, STATE, ZIP

US

COUNTRY



DAY PHONE	EVENING PHONE	CELL PHONE	FAX
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[REDACTED]

E-MAIL

Chairperson of Call or Search Committee

[REDACTED]

NAME

[REDACTED]

ADDRESS LINE 1

ADDRESS LINE 2

CITY, STATE, ZIP

COUNTRY

[REDACTED]

DAY PHONE

EVENING PHONE

CELL PHONE

FAX

[REDACTED]

E-MAIL

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

Other (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (80%)

**African American/Black
(10%)**

Latino/Hispanic (5% or less)

Other (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Cedar Falls-Waterloo Area Data

Gender comparison

Age distribution

42%

58%

20%

20%

15%

20%

30%

MALE

FEMALE

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

14

2

2

30

Ministers of Word
and Sacrament
(PASTORS)

Ministers of
Word and
Service
(DEACONS)

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER



Congregational Information

251 - 400

101+

Single site

AVE WEEKLY WORSHIP ATTENDANCE

AVE ATTENDANCE IN CHRISTIAN EDUCATION

PARISH TYPE

Distance members live from church facilities:

0%

0%

80%

20%

1/2 MILE OR LESS
Community Type

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

2025

\$1,600,000

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$30,000

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

LAST FISCAL YEAR

\$0

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

\$1,689,352

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.

- Waterloo-Cedar Falls area combines big-city opportunities with small town connection, with numerous parks and natural areas, youth sports, local festivals, and many other opportunities to get involved. The area supports a variety of industries such as manufacturing, education, and healthcare.

- In Cedar Falls, the University of Northern Iowa, one of Iowa's three state universities, also provides opportunities for academic, cultural, and athletic activities.

Population & Age

- Waterloo-Cedar Falls population: 168,461 residents (2020 census).
- Cedar Falls population: 40,713 (2020 census) and approximately 40,746 in 2022
- University Student Population (2025): 9,204
- The median age in Waterloo-Cedar Falls: 37.4

Racial / Ethnic Composition

- Waterloo-Cedar Falls: ~80.9% White, ~8.1% Black or African American, ~2.1% Asian
- In Cedar Falls: ~87.5% White, 3.1% Black or African American, 3.2% Asian
- Waterloo-Cedar Falls: Hispanic or Latino of any race were 4.2% of the population
- Waterloo is one of larger host cities for refugees in Iowa and key cultural contributors to the city's population include (but are not limited to) individuals from Bosnia, Burma, and, the Democratic Republic of the Congo

Education & Income

- High School degree or higher: Waterloo-Cedar Falls 93.1%; Cedar Falls 97.4%



- Bachelor's degree or higher: Waterloo–Cedar Falls 32%; Cedar Falls 48.3%
- Income below \$50,000: Waterloo–Cedar Falls 38.6%; Cedar Falls: 34%
- Median Household Income: Waterloo-Cedar Falls \$72,382; Cedar Falls \$75,642;

Example of Disparities by Race: In Waterloo-Cedar Falls, the median income for Black residents was about 46.8% of the median for White residents.

Areas of Employment (Cedar Valley):

1. John Deere
2. MercyOne (Wheaton Franciscan Healthcare Health Care)
3. Tyson Fresh Meats
4. University of Northern Iowa
5. Unity Point Health
6. Waterloo Community Schools
7. Hy-Vee
8. Walmart
9. Target Regional Distribution Centers
10. CBE Companies, Inc

Trends:

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

1. **Becoming a Reconciling in Christ Congregation**
2. **Increase in New Membership and Growth in Small Groups**
3. **Changes in Financial Direction**

In 2024 St. John voted to become a Reconciling in Christ (RIC) Congregation. The process required difficult conversations and had some challenging moments but was an incredibly positive step forward in committing to our mission to be a welcoming church for all. Now that we have become an RIC congregation, we are moving into the next phase of how to live out our welcoming statement, continually finding areas for improvement along the way.

Through demonstrating our commitment to being a welcoming church, we have seen an increase in new members, especially those who are seeking this specific environment for their spiritual journey and thus have seen a growth in small group interest. This infusion of new and longstanding members is ushering in the next phase of participation that we are eager to tap into.

Shifting focus to small group and ministry expansion has also been aided by the recent change in our financial direction. St. John has recently paid off the mortgage for the building, which has allowed us to think differently with our finances and expand our ministry possibilities.

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.

While there is growth in the Cedar Valley (new resettlement efforts, new development, community initiatives, etc.), many residents face challenges across our community. Three examples of these challenges include:

- Housing affordability/instability
- Economic hardships/food insecurity
- Social/institutional disruptions

Housing affordability/instability

- Many households in Waterloo and Cedar Falls are cost-burdened: low- and moderate-income families are spending a disproportionate amount of income on housing.
- With rising cost of living (including rent), many residents struggle to find affordable, stable housing.
- Lower inventory/options - challenge intensifies when facing economics hardship

Economic hardships/food insecurity

- Large employers like John Deere have had several rounds of layoffs over the past several years
- Since John Deere and similar businesses employ a large number of residents in the Cedar Valley, layoffs at these facilities can have broad ripple effects, impacting not only the workers laid off but families, local businesses, and the broader economy.
- About 41% of households in Black Hawk County (which includes Waterloo and Cedar Falls) fall below the "ALICE" threshold (i.e. they are employed but unable to afford basic living costs - housing, food, transportation, etc.
- The community has seen growing demand for food assistance due to an increase in food deserts/closing of



grocery stores and the overall increase in the cost of food

- Over 40,850 people, including 13,780 children, face food insecurity in Eastern Iowa: 1 in 9 people and 1 in 6 children do not have access to nutritious food.

Social/institutional disruptions

- The University of Northern Iowa has been facing enrollment challenges over the past decade, in large part due to the decreasing number of high school graduates in the state and a decrease in individuals choosing to attend college
- The region has tried to re-welcome refugees and immigrants through efforts by Lutheran Services in Iowa (LSI), requiring social services, cultural adaptation, and community support. This poses a challenge with limited resources to provide full support.
- With a known history of racial and economic inequity in the region (most notably where Black residents face disproportionate disadvantages), efforts to improve equity and inclusion have become urgent, forcing the community to confront structural inequalities.

Programs:

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

We are proud to have a variety of programs/ministries that serve our mission. Below is a list of our programming, but our goal going forward is to not only grow in number of offerings but also to grow in depth within each one, expanding their reach and impact:

Ministries within St. John:

- Environmental Stewardship Team
- The Racial Justice Team
- Reconciling in Christ Team
- Free Little Pantry

Social Ministries:

- Walking Wednesdays (Big Woods Lake)
- Game Night
- Grace on Base (Summer softball team)
- Women, Wine, and the Word quarterly fellowship
- Men's Quarterly Breakfasts
- Men's Burnt Offerings
- UNI Basketball Ticket Attending Group
- Waterloo Buck's Baseball Night

Children:

- Vacation Bible School
- Sunday School
- Elementary 3rd-6th Grade Lock-In Event
- Milestone Events (1st grade, 3rd grade, 5th grade/1st Communion)

Youth:

- Confirmation
- Youth Group
- Youth Mission Trips
- Souper Bowl Sunday
- ELCA Youth Gathering (triannual)
- Milestone Event (7th grade)

Adults

- Women's Bible Studies
- Women's Book Studies
- Do Day Quilters
- Cancer Support Group
- Thirsty Thursday Men's Bible Study
- Men & Women Thursday Book Study
- Young at Heart (age 55+) monthly outings
- Prayer Shawl

Music:

- Children: Chimes Choir
- Intergenerational Choir



- Jubilation Ringers (Bells)
- 10:00 Worship Team

Ministries within our local community:

- Habitat for Humanity
- Love Inc. (Christian non profit offering tangible needs and training for neighbors)
- Northeast Iowa Food Bank
- NewAldaya Lifescapes nursing facility - Sunday Chapel Help
- Lutheran Services in Iowa - refugee resettlement and other helps
- ThreeHouse Collaborative Campus Ministries
- House of Hope (local non profit supporting young mothers with housing and education)
- Community Meals (bi-monthly)

Ministries across the world:

- Lutheran World Relief
- ELCA Global Mission

Our building is utilized by:

- Piano Lessons (by one studio)
- Piano Recitals (by three studios)
- Bel Canto Choir (local auditioned choir)
- AA
- Polling Location
- Cedar Valley Sertoma Club
- Cedar Valley Pond Club

Goals:

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

One of our goals at St. John is to seize the opportunity to grow deeper through the hiring of a new associate pastor. The addition of an associate pastor will allow for a sharing of the pastoral load, giving more opportunities for focused attention to our ministries. We envision a collaborative partnership that can strengthen what we already offer while also developing new ideas, all aligning with our mission:

Our Mission: CONNECTING Christ's community by building relationships among all people, fulfilling the call of the gospel of Jesus Christ through **CARING**, nurturing, and supporting one another according to each one's needs by **SHARING** God's love and grace through acts of service while **GROWING** in faith through lifelong learning.

Energy:

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

Our excitement at St. John is truly centered around our continued growth and what we can achieve as a congregation. This may be building depth into what is already happening here within the church or out in the community. It could also take the form of new programming and initiatives that an associate pastor and members are passionate about. Our continued hope is that we keep moving forward together and welcome those looking to make St. John their home.

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?

St. John is a proud collaborative partner of the ELCA and the Northeastern Iowa synod. We value the connection and partnership, supporting each not only monetarily but through active participation. Specific examples of our support include the EPIC scholarships for young adults attending ELCA colleges, and various ministries in support of Lutheran Services in Iowa, local Lutheran retirement communities, and Lutheran World Relief. Our members and Pastor Brian are engaged at the synod level but we could always increase that participation and engagement going forward.



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.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" 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?

We at St. John hold firmly to the identity of being an open and welcoming church, putting this into practice in all that we do. We are a congregation with many opportunities/ministries and are in a position to grow in this even more. Below is our mission statement that guides our work:

Our Mission: CONNECTING Christ's community by building relationships among all people, fulfilling the call of the gospel of Jesus Christ through CARING, nurturing, and supporting one another according to each one's needs by SHARING God's love and grace through acts of service while GROWING in faith through lifelong learning.

With our four Ministry Teams and four Resource Teams, our goal is to be a congregation-led, staff-enabled ministry:

Ministry Teams

Hospitality & Congregational Care Ministry Team (CARE)
Serving & Discipleship Ministry Team (SHARE)
Worship & Celebration Ministry Team (CONNECT)
Faith Formation & Lifelong Learning Ministry Team (GROW)

Resource Teams

Human Resource Team
Financial Resource Team
Property Resource Team
Technology & Communication Resource Team

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?

St. John is grateful for the many gifts and resources that allow for us to take God's love into the world. Below are three examples:

1. Being a Welcoming, "Come as You Are" Congregation

- Through the deliberate act of being a welcoming church, we invite a diversity of thought and background to fulfill our purpose
- We are a community that welcomes all visitors. One way we show this is by encouraging various community groups to join us in using our versatile facilities.

2. Congregation-Lead Structure

- With a less top down approach, the congregation can connect in the decision making process and feel more engaged in the mission
- Bringing more voices to the table invites new ideas and approaches in the visioning process

3. Active and Driven Members

- We are proud to have a mixture of long-standing and new members who are getting involved
- There is a desire for depth of involvement in deepening of spiritual connection, education, and service
- There is also great cross-generational involvement which encourages members to learn and grow from each other.

Within these gifts there are also challenges we must face. When making an intentional effort to be welcoming and live out this claim, there is conflict that can arise. We will grapple with challenging concepts, changes to previous ways of thinking, and having difficult conversations. An additional obstacle can come in the form of burnout. With the desire to do more, this can lead to fatigue that may hinder our energies to fully utilize our resources. We desire to challenge ourselves to find times of rest, reflection, and the humility to ask for help.



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 priorities ultimately serve the larger mission concepts of **CONNECTING**, **CARING**, **SHARING**, and **GROWING**. Below are three mission priorities that hold the most promise to serve all 4 of these concepts and have longevity in their reach and impact:

1. Community Partnership Engagement

- We strive to expand involvement in service and outreach ministries, creating opportunities that will enable us to actively serve new and diverse communities.
- We place great significance on striving for partnerships. We do not see ourselves as a distant entity, momentarily interacting with our community, but instead an intertwining collaborator who forms connections - all of which we believe deepens the impact of our efforts

2. Leadership Development

- Building up leaders within the congregation propels all other ministries forward, which is especially important in a congregation-lead structure
- Equipping others as leaders allows for a "sharing of the load and responsibility" to prevent stagnation and burnout
- By having a focused attention on developing new leaders we hope to spark things within our members that they may not have seen within themselves before

3. St. John Preschool and Childcare Center

- Our preschool and childcare program is a blessing that reaches those outside of the church's members and is a large, but important undertaking
- It is an ongoing opportunity to support families in our community through education
- The impact of this ministry is widespread: providing education and spiritual growth for children, community options for childcare, employment opportunities, and much more

References

Synod Bishop

Bishop Kevin Jones

Northeastern Iowa Synod

NAME	SYNOD	E-MAIL
DAY PHONE	EVENING PHONE	CELL FAX

Inside Congregation or organization

NAME	ORGANIZATION AND TITLE	E-MAIL
DAY PHONE	EVENING PHONE	CELL FAX

Outside Congregation or organization

NAME	ORGANIZATION AND TITLE	E-MAIL
DAY PHONE	EVENING PHONE	CELL FAX



An ELCA rostered minister

NAME	ORGANIZATION AND TITLE	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

Anyone else who knows your setting well

NAME	SYNOD	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

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

Associate / Assistant Pastor

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.

- | | | |
|--|---|--|
| <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 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 checked="" type="checkbox"/> Self Care / Family Life | <input checked="" 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 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
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	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.	
Yes	Help others develop their leadership abilities and skills for ministry.	
	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.	Yes
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	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.	
	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.	Yes
	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. **Explore strengths in ministry and discuss ways to maximize efforts with Pastor Brian**
- B. **Balancing tasks with Pastor Brian (complimentary skills)**
- C. **Get to know the congregation: meet the people and experience life at St. John**
- D. **Get to know existing volunteering ministries and coordination efforts**
- E. **Get to know existing small groups and their purpose**

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. **Mutual Ministry Team built to support the Associate Pastor**
- B. **Regular meetings with Lead Pastor and/or Support Staff**
- C. **Congregants open to answering questions of history, context, operations, etc. of the church**
- D. **Understand unique strengths and encourage their expression**
- E. **Help establish work/life balance**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
Synod Guidelines	
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
Yes	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.

Max available for defined compensation:

- The minimum salary per Synod guidelines for a rostered minister for 2026 is \$55,036. Maximum salary at St. John would be \$66,043.
- Housing allowance would be 30% of that max salary for \$19,813.
- FICA reimbursement would be 7.65% of the max salary and housing for \$6,658.
- The sum of these 3 maximum figures is \$92,514. Maximum available defined compensation would be \$93k at St. John.

Above Figures were put together by St. John Financial Resources Team Leaders.

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	Yes
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.

St. John Lutheran Cedar Falls is seeking an Associate Pastor who will serve as a Co-Pastor, sharing preaching and worship leadership duties, as well as funeral and wedding leadership 50/50 with our Senior Pastor. We have experienced significant numerical growth in the past 3 years and we desire more pastoral support to care for those that have joined our community, as well as help us grow not only in numbers but in depth – depth of faithful exploration, in relationship, and in service to our wider community. Following our 2 year Reconciling in Christ discernment process (2022-2024) and the 88% passage of our welcome statement, we have both welcomed fellow Jesus followers from other communities and have grieved the loss of several families that chose to not continue with us. There is, as is often the case, great joy accompanied by grief in the midst of ongoing transition and change – a reality reflected in our Cedar Valley community, state and nation.

If you want a call where your preaching of the Gospel of Christ, crucified and risen for sinners, is welcomed and supported, this may be a call for you.

If you want a call where creativity is cherished and the people welcome diverse ideas and expressions, this may be a call for you.

If you want a call where healthy boundaries are upheld and staff health is valued, this may be a call for you.

If you want a call with strong lay leadership who collaborate with pastoral staff and seek to be supported and launched into mission, this may be a call for you.

If you want a call where you'll get to participate in multiple worship styles across two Sunday services and various midweek opportunities, this may be a call for you.

If you want a call in which your primary responsibility will be to love the people God has gathered there, and be loved by those same people, this may be a call for you.

We invite you to our church website: <https://www.stjohncf.org/>

- It is here you can have a closer look at our ministries, but also our staff that are a vital part in engaging our community.

Additionally, the assests of \$1,689,352 listed on Page 3 consist of a \$1,122,299 operating cash balance and the below endowments:

- St John Lutheran Church Mission Endowment Fund: \$467,836

- James and Dorothy Tucker Endowment Fund: \$99,217

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).

The St. John Ministry Site Profile was put together collectively by the appointed Call Committee. The committee created and distributed surveys to be answered by the congregation and church council and gathered perspectives from various ministry groups. We additionally held an open forum in November 2025 to answer any questions about the process and to get input directly from the congregation about what they would be looking for in an Associate Pastor. This information was then put together with previously established and gathered materials by other congregational committees to complete our Ministry Site Profile.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **12/21/2025** 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 Steve Brackett

**Assistant to the Bishop for
Rostered Leadership**

NAME

TITLE

[REDACTED]

[REDACTED]

OFFICE PHONE

E-MAIL

Reference's Recommendation

[REDACTED]

[REDACTED]

NAME

E-MAIL

DAY PHONE

EVENING PHONE

[REDACTED]

CELL

FAX