

**Richland Lutheran Church  
Long Range Planning Team  
November 19, 2012**

Team Members Attending: Pastor Ernst, Dave Brandes, Jim Lachut, Dave Larkin, Jenny Page, Joel Sorensen, and Sandy Steele.

Members Absent: Bob Thompson

1. Pastor Ernst opened the meeting with prayer at 7:00.
2. Community Demographic Study (Dave Larkin and Sandy Steele):
  - Sandy Steele provided a spreadsheet of Benton and Franklin demographic data established by the U.S. Census Bureau. Of note, 42.1% of Benton County and 35.2% of Franklin County reported an affiliation with a religious (Christian or non-Christian) congregation.
  - Dave Larkin routed a printout of the member location map. Dave will be working to make the map easier to read.
  - Pastor Steve produced a Google map flagging the 7 or 8 major churches in the Richland proper – Hanford Site to the north, by-pass highway to the west, Columbia River to the east, and I-182 to the south. These churches are being contacted to obtain growth, development, and mission emphasis information. Some members requested that the South Richland churches also be included as they are some of the fastest growing and a number of our members live in that area.
  - RLC Historic Study (Jim Lachut and Bob Thompson): Jim Lachut and Bob Thompson are working with the church staff to gather data for the Historic Study. It is expected to take a couple of months to complete this work.
3. 12 Keys Planning (Pastor Steve and Joel Sorensen): This sub-team presented a four-step approach to completing the survey material included in the Twelve Keys to an Effective Church, The Planning Workbook, by Kennon Callahan.

Step	Activity	Participants	Venue (s)
1	Develop a Realistic Assessment of Your Church's Present Standing & Stature	LRPT	Team Meeting
2 a	Stage 2: Choose the Primary Direction for Your Future	LRPT, Staff, Council	Separate Facilitated Sessions
2 b	Stage 3: Assess Our Strengths in Light of the 12 Central Characteristics of an Effective Church	Completed with session 2A	
3	Stage 3: Assess Your Strengths in Light of the Twelve Central Characteristics of an Effective Church	Congregation; Key Sub-groups	Survey – simplified for the congregation; Well announced.
4	Stage 4: Select the Central Characteristics, the Key Observations, and Timelines That Will Advance Your Churches Future	LRPG; Focus Groups for Validation	Team Meeting; Focus Group Sessions

Action: Pastor Steve and Joel will be developing a simplified survey in support of step 3.

4. MOVE Assessment (Jenny Page and Dave Brandes):
  - Dave contacted an additional two churches – now a total of 5 references for this survey.
    - i. Harvest Church, SE Montana – 4 campus church in a rural area.
      1. Ran 3 surveys over 5 years – every one year – the last one in 2011.
      2. They said the tool gives meaningful results plus a telephone debriefing – all for a reasonable price. Based on their surveys, they have improved their: Assimilation process, Discipleship process, Develop Video driven training materials. They have apps they use to help deliver Bible messages.
      3. In addition they have periodic (more than once per year) staff surveys.
      4. Other. They are working with Willow Creek as a launch partner on *Engage*, an individual spiritual growth survey and guidance web site, <http://www2.willowcreek.com/engage>
      5. Success with the REVEAL survey ultimately rests with the resolve of the leadership to leverage the results of the survey.
    - ii. Sutherlin Family Church:
      1. Ed Wilgus, Lead Pastor is also a trained coach for *Ministry Advantage* – a Willow Creek affiliated organization. He provides coaching for \$1,000 plus expenses for a Friday night and Saturday. <http://www.ministryadvantage.org/home>
      2. Ran 3 surveys over 5 years – each time to pin point areas of mission and ministry.
      3. The tool impacted their church in a positive way;
        - a. 40% of the regular attendees took the survey the first time.
        - b. We reviewed the survey in a Saturday morning congregation facilitated retreat. The survey IDs measure to work on.
          - i. Imbedded Bible teaching more clearly in our small groups, Sunday School, and Worship.
          - ii. Redefined improvements in terms of spiritual growth, not attendance or offering.
          - iii. Developed tools to read through the Gospels every day.
          - iv. Developed a plan to establish a satellite church in Roseburg, OR.
5. Review of LRPT Purpose (Bob Thompson). To be discussed next time. Please provide feedback to Bob's draft via e-mail.

6. LRPT Planning Time-Line (Team). The team organized the various activities and tasks on a calendar.
  - Action: Jenny Page will provide a draft of the time-line to team members.
  - Action: Steve and Jenny will coordinate the LRPT Planning Time-Line with the current church calendar to identify any conflicts.
  - The objective is to complete the plan in July / August to allow time for the plan to be used for the 2014 Annual Plan and Budget.

Dave Larkin closed the meeting with prayer at 8:45.

Next meeting is November 26, 7:00 pm.