

RICHLAND LUTHERAN CHURCH

Renewed

in the Spirit



“...be renewed in the spirit of your mind...”

Ephesians 4:23

2009

MINISTRY PLAN & FUNDING PROPOSAL

*Richland Lutheran Church is here to help people build strong, effective
Christian lives with the resources of God's grace.*

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*Richland Lutheran Church is here to help people build strong, effective
Christian lives with the resources of God’s grace.*

President's Message

Dear Friends in Christ,

RLC's staff and Congregation Council are pleased to present the proposed 2009 Ministry Plan and budget that supports our congregation's collective aspirations to build our ministry and begin implementing our Long-Range Plan adopted last Fall.

This is an exciting time in the life of our church. The 2009 Ministry Plan and budget reflect the extraordinary call for both implementing the Long Range Plan and conducting a Call for our Associate Pastor, all in addition to our regular ministry activities. The budget includes the incremental investments needed for these efforts and is a responsible recognition of the opportunities we need to pursue in 2009.

Implementing the Plan will be a challenge and requires our faithful attention, energy and prayers from the Congregation as a whole. We need each person to be involved and maintain a willing spirit to use his or her time, talent and treasures as God directs.

In 2008 the Council has devoted most of its attention to procuring properties adjacent to RLC and establishing the key committees to lead implementation and assemble resources that will make our ministry growth possible. I thank all who have agreed to serve, and I ask everyone else to prayerfully consider how you can best support our efforts in this coming year.

I look forward to serving God with you as we maintain RLC's mission "to help people build strong, effective Christian lives with the resources of God's grace."

In Christ's Service,

Carl Imhoff

Congregation President

Pastor's Message

"Be renewed in the spirit of your mind..."

(Ephesians 4:23)

When you think what renewal is *not* – stale, stagnant, sterile – it makes you realize that renewal must be on-going. A person doesn't get "renewed" and that's it. Neither does a congregation. Renewal must be on-going and its goal must be clear. This is also true for a congregation. After all, change for the sake of change has been known to make things worse; growth for the sake of growth is the philosophy of the cancer cell. To merely imitate what works elsewhere is not renewal. Neither is doing whatever it takes to draw people in. True *renewal* comes from letting God shape us into whatever He wants us to be and from openness to whatever God wants us to do. Yes, this will involve change and growth – but God-directed change and God-given growth.

What does this mean for us as a congregation? First and foremost, it means taking a prayerful, reflective, Scripture-based approach to all we do, so that we can be open to the direction and power of the Holy Spirit.

That was how we approached **long-range planning**, and this year we will begin to taste some of the fruits of that process. We will start working on:

- Site development
- Ministry with the deaf and hard-of-hearing
- Pre-school ministry
- Additional mission partners in Tanzania and Afghanistan

Equally important but not as widely advertised is our plan to set up an **Adult Spiritual Development Task Force**. A few years ago, we looked carefully at what we hope children will know, understand, experience, and be able to do as a result of going through our education programs. This begged the question whether it was not just as important to reflect on specific ways of encouraging adult spiritual growth. Since it is our mission to "*help people build strong effective lives with the resources of God's grace*," how specifically can we go about doing that? This will be a broader and more challenging issue to tackle, but I am excited about the possibilities God will reveal.

Building on our intercessory prayer emphasis this year, we will also begin developing a richer and broader **prayer ministry** in 2009. It will focus on helping individuals grow in prayer, offering prayer ministry after services and at other times, and in nurturing a culture of prayer in the congregation as a whole.

In addition to these new emphases, my hope and prayer is that this will also be a time when our on-going ministries can be refreshed and rejuvenated. This will be the result and the goal of being "*renewed in the spirit of our minds*."

Your partner in ministry,

Pastor Bill Martens

Congregational Annual Meeting Agenda

(tentative)

October 26, 2008

Call to Order / Establish Quorum	Carl Imhoff, Congregation President
Opening Prayer	Pastor Martens, Lead Pastor
Approval of Minutes	
Reports to the Congregation	
Overview of 2008	Pastor Martens, Lead Pastor
Financial Report	
Council Report	Carl Imhoff, Congregation President
Adjacent Properties Task Force Report	John Cagle, Chairman
Old Business	
New Business	
Election of Nominating Committee	
Election of Congregation Council Members	
Presentation of 2009 Ministry Plan	Pastor Martens, Lead Pastor
Adoption of Congregation 2009 Budget	
Recess for RLC Foundation Annual Meeting	
RLC Foundation Meeting	Mot Hedges, RLC Foundation Chairman
Reconvene RLC Annual Meeting	
Adjournment	
Closing Prayer	

Richland Lutheran Church

Congregational Annual Meeting Minutes

October 28, 2007

Call to Order / Establish Quorum

Gary Weible, Congregation President

Meeting was called to order at 1:00 p.m. with 90 members present. This constituted a quorum.

Opening Prayer

Pastor Martens, Lead Pastor

Approval of Minutes

M,S,P Minutes as submitted

Reports to the Congregation

Overview of 2007

Pastor Martens, Lead Pastor

Financial Report

Loren Schmid, Treasurer

Kudos were given to Loren for the actions he took in response to the issues and motion that was brought up at the 2006 Annual Meeting.

Council Report

Gary Weible, Congregation President

Old Business

None

New Business

Election of Nominating Committee

M,S,P to close nominations

M,S,P (unanimously) to elect the following members to the Nominating Committee

Gary Weible, Russ Warren, Sandy Steele

Election of Congregation Council Members

M,S,P to close nominations

M,S,P (unanimously) to elect the following members to the Council

Carl Imhoff – President

Bob Thompson – Vice President

Dave Wunschel – Member at Large

Mark Underwood – Member at Large

Presentation of 2008 Ministry Plan

Pastor Martens, Lead Pastor

Adoption of Congregation 2008 Budget

Gary Weible, Congregation President

M,S,P to close and accept the budget as presented

M,S,P to approve the budget (unanimously)

Presentation of the Long Range Plan

Pastor Martens, Lead Pastor

M,S,P the Long Range Plan as presented

Motion to Purchase the House at 1513-1515 Kimball

Russ Warren, Congregational Council Member

M,S,P to purchase 1513-1515 Kimball

Recess for RLC Foundation Annual Meeting

RLC Foundation Meeting

Mot Hedges, RLC Foundation Chairman

Reconvene RLC Annual Meeting

Adjournment

M,S,P to Adjourn

Closing Prayer

2009 Ministry Plan

*Richland Lutheran Church is here to help people build strong, effective
Christian lives with the resources of God's grace.*

Major Projects:

A. Facilities expansion and remodeling

- Seek appropriate architect.
- Work with the architect to develop a plan for remodel/expansion of RLC facilities
- Congregational discussion and vote on proposed remodel/expansion plans

B. Pre-school Task Force

- Continue preparatory work
- Work with architect in matters that pertain to future preschool

C. Deaf Ministry

- Assess need/interest for signed services
- If warranted, begin signed services at Easter
- If warranted, follow up to find other ways to serve the deaf/hard-of-hearing community

D. Fund-raising Task Force

- Plan fund-drives for building program

Specific Ministries

During 2009, our congregation will seek to carry out this mission with these specific improvements to our ministry:

Outreach:

- In lieu of the *Alpha Course*, explore similar ways our congregation can reach out to those interested in learning and discussing the basics of the Christian faith.
- Promote member involvement with *Habitat for Humanity*

- Establish a relationship with a second foreign mission partner
- Add a US mission partner
- Plan a mission trip for adults

Worship:

- Retreats on developing prayer life
- Research, select, book and host at least two arts events at RLC
- Research, select and book RLC arts groups to perform outside RLC (i.e. Chancel Choir at community events and on tour for choral festivals, handbell choir participating in festivals, etc.)
- Develop a plan for a concert series to begin in 2008/2009
- Music Camp(s)
- Choral internships (special funding)

Nurture:

- Special year-long emphasis on Growth Group Ministry to include starting new groups, special retreats, etc.
 - a. Identify additional small group leaders & train them
 - b. Help leaders recruit group members to form new groups
 - c. Provide support for Growth Group leaders
 - d. Organize and implement bi-annual leader retreats for feedback and training
 - e. Identify and train individuals to provide leader oversight
- Strengthen the “In Touch” ministry.
 - a. Be attentive and address needs for communication between staff and callers
 - b. Offer periodic feedback & training events for callers (at least twice yearly)
 - c. Have a system in place to adjust calling lists and find new callers as necessary
- Stephen’s Ministry
 - a. Raise congregational awareness of this ministry through promoting and making people aware of its existence and function.
 - b. Recruit and train new Stephen ministers
- Parish Health Ministry -- offer ministry for the bereaved (quarterly if possible)
- Complete training of *Stephen Ministers*
- Explore systematic ways to help members get better acquainted with each other and find fellowship/learning opportunities that meet their needs

Education:

- Assess the effectiveness of all Education ministries in terms of intentional spiritual development, and determine ways in which this emphasis can be strengthened
- Continue implementing the Education Task Force’s recommendations
- Develop a strategy for increasing outreach in our children’s ministry

- Select and train co-leaders for G3 and Vacation Bible School
- Plan a parent education opportunity
- Begin a Middle School Bible Study group
- Offer a midweek High School Bible Study
- Plan more local mission opportunities
- Organize a student/adult prayer ministry
- Provide a college age ministry w/retreats
- Youth leadership training retreat(s)
- Organize a web-based meeting area for college age student
- Share in *Spiritual Development Initiative*, which will map out a congregational strategy for aiding adult spiritual growth.

Resources:

- Finish short-term facility improvements
- Continue Lay Ministry Initiative with activities such as retreats, workshops, and classes
- Begin development of publication standards guidelines for Richland Lutheran Church
- Complete the ministry information kiosk project in the narthex
- Incorporate monthly safety component at staff meetings
- Implement first year of stewardship plan

Special Emphases for Staff

- A. Staff, train, and/or revitalize ministry committees
- B. Share in *Spiritual Development Initiative*

Ministry Funding Proposal

<u>Benevolence</u>	2008	2009
TOTAL BENEVOLENCE	86,360	89,944
<u>Outreach</u>	2008	2009
Local Evangelism	650	650
Community Service	100	100
Missions	0	-
TOTAL OUTREACH	750	750
<u>Worship</u>	2008	2009
Worship Assistance	9,600	12,070
Worship Arts	1,000	1,000
TOTAL WORSHIP	10,600	13,070
<u>Nurture</u>	2008	2009
Supplies	1,000	1,000
New Members	700	700
Membership	300	300
Fellowship	200	200
Growth Groups	250	250
Women's Ministries	875	1,300
Men's Ministries	400	400
Parish Health Ministries	1000	1,050
Nursery	300	300
TOTAL NURTURE	5,205	5,500
<u>Education</u>	2008	2009
Children's Ministries	7,600	8,150
Middle School Ministries	3,650	4,350
High School Ministries	4,950	6,050
Young Adult Ministries	400	400
Adult Education	2,000	2,000
TOTAL EDUCATION	18,600	20,950

<u>Resources</u>	2008	2009
Lay Ministry	200	0
Finance	350	350
Communications	13,490	15,740
Stewardship	2,950	1,750
Safety	2,025	2,175
Technology	1,300	1,300
Property	98,425	100,670
Operations	23,850	19,465
TOTAL RESOURCES	142,590	141,450

<u>Council</u>	2008	2009
Salaries & Benefits	533,558	555,314
Accountable Reimbursement	3,000	3,500
Staff Search	0	2,000
Conferences & Training	2,500	2,500
Council Retreat	1,000	0
Staff Retreat	0	2,000
Mustard Seed Fund	1,000	1,000
Synod Assembly (Lay)	1,200	1,500
LRP Implementation	0	7,500
TOTAL COUNCIL	542,258	575,314

Reserves

PROPERTY ACQUISITION	32,600	32,600
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Total Budget 838,783 879,578

Benevolence is calculated at 12% on the total of all budgets except Reserves.

Ministry Funding Plan Detail

	2008 Budget	2009 Budget
Benevolence		
ELCA (synod)	58,500	59,000
ELCA Cluster G	60	60
ELCA World Hunger	2,000	2,500
Foreign Missions	5,000	6,000
Lutheran World Relief	2,200	3,000
Pacific Lutheran University	350	400
Trinity Lutheran	300	334
Seminary Support	900	1,000
Lutheran Community	4,800	5,000
Tri-Cities Chaplaincy	8,500	8,700
Union Gospel Mission	1,350	1,400
Domestic Violence/SARC	1,200	1,250
Habitat for Humanity	1,200	1,300
TOTAL BENEVOLENCE	86,360	89,944
Outreach		
	2008 Budget	2009 Budget
Local Evangelism		
Basic Beliefs	400	400
Tracts, Bibles, Etc.	200	200
Visitation Ministry	50	50
Total Local Evangelism	650	650
Community Service	100	100
Missions	-	-
TOTAL OUTREACH	750	750

Worship

	2008 Budget	2009 Budget	
Worship Assistance			
Honoraria	750	750	
Music Supplies	1,950	2,980	
<i>Chancel Choir</i>		1,400	17 anthems, Christmas Cantata, Advent
<i>Praise Choir</i>	-	225	10 anthems
<i>Children's Choir</i>	-	115	10 anthems
<i>Bell Choir</i>	-	160	7 pieces
<i>Beginning Bells</i>	-	45	7 start up books
<i>Hand Chimes</i>	-	115	5 pieces
<i>Recorders</i>	-	150	10 pieces
<i>Copyright Licenses</i>	-	770	One License \$200, CCLI \$370, Incidental Use \$200
<i>Music Supplies</i>	1,950	2,980	
Altar Supplies	750	750	
Worship Supplies	3,425	3,000	cut to reflect more realistic spending
Communion	900	1,000	increased frequency of communion
Robes/Banners	500	500	
Retreats	250	250	
Flowers	875	1,000	increased to reflect more realistic spending
Children's Church	200	100	
Organ/Piano Tuning	-	1,740	2 organ tunings at \$600 ea, 6 pianos at \$90 ea
Total Worship Assistance	9,600	12,070	
Worship Arts			
Concerts	1,000	1,000	
Total Worship Arts	1,000	1,000	
TOTAL WORSHIP	10,600	13,070	

Nurture

	2008 Budget	2009 Budget	
Supplies	1,000	1,000	
New Members			
New Member luncheons	500	500	
New Member packets	100	100	
New Member events	100	100	
Total New Members	700	700	
Membership			
Care Ministries	300	300	
Total Membership	300	300	
Fellowship			
Retreats (adult)	200	200	
Total Fellowship	200	200	
Growth Groups			
Mini-Retreat	100	100	
Leader Training	50	50	
Curriculum Materials	100	100	
Total Growth Groups	250	250	
Women's Ministries			
Annual Events	100	100	
Education Materials	50	50	
Retreat	225	250	
Lutheran World Relief	500	900	\$500 to LWR, \$400 for van use
Total Women's Ministries	875	1,300	
Men's Ministries			
Annual Event	100	100	

Education Materials	50	50
Retreat	250	250
Total Men's Ministries	400	400

Parish Health Ministries

Memberships	300	350
Training	400	400
Supplies & Equipment	200	200
Grief Class	100	100
Total Parish Health Ministries	1,000	1,050

Nursery

Supplies	300	300
Total Nursery	300	300

TOTAL NURTURE	5,025	5,500
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Education

	2008 Budget	2009 Budget	
Children's Ministries			
Sunday School	4,000	4,500	
Bibles	450	300	
G3 Program	700	700	
VBS/Festivals	2,050	2,050	
Equipment	150	150	
Teacher Appreciation	50	50	
Cradle Roll	200	200	
CVLI	-	200	moved from resources
Total Children's Ministries	7,600	8,150	

M.S. Ministries

Confirmation	3,500	4,200	increased for transportation and HS helpers
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WILD Wednesday	150	150
Total M.S. Ministries	3,650	4,350

H.S. Ministries

Beach Trip	2,000	2,800
Coffeehouse	100	100
Fall Retreat	1,500	1,700
H.S. Leadership	100	100
Adult Leader Training	150	300
Senior Banquet	350	300
Basketball	200	200
Equipment	50	50
Mission Trip	500	500
Total H.S. Ministries	4,950	6,050

Young Adult Ministries

	-	
Retreats	250	250
Small Group Ministry	100	100
Care/Contact	50	50
Total Young Adult Ministries	400	400

Adult Education

	-	
Adult Study	1,000	1,000
Library	1,000	1,000
Total Adult Education	2,000	2,000

TOTAL EDUCATION	18,600	20,950
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Resources

Lay Ministry

2008 Budget 2009 Budget

Will use RLCF grant for all LM purposes

Annual Event	200	-
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Total Lay Ministry	200	-	
Finance			
Software	350	350	QuickBooks update
Audit	-	-	
Total Finance	350	350	
Communications			
Preview	-	3,250	paper, postage, labels, spudnuts
Phone book ad	580	580	
Website	160	160	
Advertising	4,000	2,000	TCH special ads
Easter mailer	4,000	4,500	
Christmas mailer	4,000	4,500	
Calendar service	750	750	
Radio ads		-	will seek other funding sources
Total Communications	13,490	15,740	
Stewardship			
Offering Envelopes	2,200	1,000	
Annual Event	500	500	
Workshops/Training	250	250	
Total Stewardship	2,950	1,750	
Safety			
Monitoring Contract	325	325	
Emergency Supplies	400	400	
Extinguisher Inspections	300	300	
Fire Door Inspections	300	300	
Training	100	100	

Services	600	600	
Boiler Inspection	-	150	
Total Safety	2,025	2,175	
Technology			
Software & Licenses	300	300	
Hardware & Peripherals	1,000	1,000	
Total Technology	1,300	1,300	
Property			
Utilities			
Elec/Water/Sewer	9,500	11,950	7.5% inc over 12 month actual
Natural Gas	30,000	25,680	7.5% inc over 12 month actual
Utilities-Adj Properties	-	4,105	1517 Kimball-\$900, 1513-1515 Kimball-\$1800 plus 7.5%
Van Maint/Insurance	-	-	distributed to users at end of the year
Building Maint	5,000	5,000	
Grounds Maint	3,000	3,000	
Equipment Maint	1,250	1,250	
Parking Lot Maint	600	600	
Insurance -- property/liability	9,000	9,000	
Janitorial Supplies	3,600	3,600	
Janitorial Service	15,000	15,000	
Maint Contract – Copiers	2,100	3,960	replaced copier in 2008-inc lease for 1 and use for 2
Maint Contract – HVAC	4,000	4,000	
Maint Contract – Pest	1,300	1,300	
Maint Contract – Lawn	850	-	handed inhouse by property manager
Major Maint	7,000	7,000	
Copier & Riso repairs	700	700	

Piano/Organ Tuning	1,000	-	moved to worship ministry
Heating/Cooling System	2,000	2,000	
Furnishings	2,000	2,000	
Sound System	500	500	
Taxes	25	25	
Total Property	98,425	100,670	

Operations

Office Supplies	6,200	5,000	Preview supplies moved to communications
Office Equipment	1,000	1,000	
Printing Supplies	2,000	2,400	increased to reflect more realistic spending
Postage	8,500	6,000	moved Preview to communications and cut to reflect actual
Telephone	4,000	4,080	0
Software/Licenses/Upgrades	600	600	Shepherd Staff etc.
Bank Charges	50	120	direct deposit fees and bank fees
Resources	700	250	cut to reflect actual spending
Renewals/Fees/Licenses	800	15	copyright licenses moved to worship and education
Total Operations	23,850	19,465	

TOTAL RESOURCES	142,590	141,450
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Council

	2008 Budget	2009 Budget
SALARIES & BENEFITS	533,558	555,314
ACCOUNTABLE MILEAGE	3,000	3,500
STAFF SEARCH	-	2,000
CONFERENCES & TRAINING	2,500	2,500
COUNCIL RETREAT	1,000	-
STAFF RETREAT		2,000

MUSTARD SEED FUND	1,000	1,000	
SYNOD ASSEMBLY (LAY)	1,200	1,500	
LRP IMPLEMENTATION	-	7,500	Long Range Plan
TOTAL COUNCIL	542,258	575,314	
Total Expense	719,823	757,034	
PROPERTY ACQUISITION	32,600	32,600	
TOTAL BUDGET	838,783	879,578	

Comparison with 2008 Budget

Please refer to details in the ministry funding plan to for a more complete understanding of what this information represents.

	Benevolence	Outreach	Worship	Nurture	Education	Resources	Council	Reserves	Total Budget
2008 Budget	86,360	750	10,600	5,205	18,600	142,590	542,258	32,600	838,783
2009 Budget	89,944	750	13,070	5,500	20,950	141,450	575,314	32,600	879,578
<i>Increase</i>	3,584	0	2,470	295	2,350	-1,140	33,056	0	40,795
<i>% Change</i>	4%	0%	23%	6%	13%	-1%	6%	0%	5%

Appendix

Richland Lutheran Church
Ministries & Committees

Richland Lutheran Church Ministries

Richland Lutheran Church has five major areas of ministry: *Outreach, Worship, Nurture, Education, and Resources*. In each area, the Council has set up working committees to carry out the ministry goals of the congregation. This setup is flexible. Committees are created, modified, or disbanded at the discretion of the Council as ministry needs change. Brief descriptions and thumbnail sketches of the basic responsibilities of each committee are outlined in the following pages.

Outreach Ministry

Led by Pastor Bill Martens, Lead Pastor

“The Outreach Ministry shall assist the congregation in carrying out its witness to the love of God through evangelism, public relations, and support of foreign missions.”

Local Evangelism Committee: reaches out with the Gospel to people in our community who do not yet have a church home and encourages them to share in the life and ministry of Richland Lutheran Church by

- Promoting various means of reaching out with the Gospel into our community
- Maintaining an ongoing ministry of follow-up with those who have attended our church
- Sponsoring opportunities for interested individuals to learn more about the Christian faith as practiced by Lutherans

Community Service Committee: demonstrates our Christian love by meeting needs of people in our community by

- Finding appropriate ways to involve members to meet physical, spiritual, emotional, and social needs in our community
- Overseeing and promoting member participation in officially-recognized community service ministries, organizations, and programs
- Promoting congregational study and response to emerging needs in our community

Missions Committee: encourages awareness and support of mission work outside our community, both in the United States and abroad by

- Promoting awareness and support for missions supported by our congregation, the ELCA, and other Council-recognized organizations
- Promoting opportunities for congregational members and groups to build personal ties to mission partners and to participate in mission work

Worship Ministry

Led by Maria Frame, Minister of Worship Arts

“The Worship Ministry shall assist the congregation in its worship of God by overseeing all aspects of its liturgical life, creating and encouraging groups devoted to worship arts, and providing the congregation extra-liturgical opportunities to benefit from worship-related arts such as concerts and drama.”

Worship Assistance Committee: provides meaningful Lutheran worship at RLC through excellent worship assistance in areas such as ushering, altar guild, acolytes, communion assistants, lectors, musical groups, etc. by

- organizing and coordinating the on-going ministries of assistance in the worship life of the church
- Recruiting and providing training for those volunteering to assist

Worship Arts Committee: provides a variety of arts opportunities at RLC by

- Promoting arts events within the congregation
- Promoting arts events within the community and elsewhere

Nurture Ministry

“The Nurture Ministry shall assist the congregation in its care for members through efforts that aid assimilation of new members, promote the well-being of established members, and encourage congregational fellowship.”

New Members Committee: welcomes, informs, and integrates new members into the life and ministry of RLC by

- Overseeing all aspects of new member orientation and sponsorship
- Monitoring and encouraging involvement of new members in the life and ministry of the congregation during their first year
- Planning and overseeing various means of assisting new members to become well-integrated into the congregation

Membership Committee: promotes active involvement and mutual support among the members of RLC by

- Monitoring and encouraging involvement of members in the life and ministry of the congregation
- Planning and overseeing various means of assisting our members to become and remain well integrated into the life of the congregation
- Planning and overseeing various means of supporting our members, especially during difficult times
- Recruiting and training volunteers to visit sick, hospitalized, aged, and shut-in members of the congregation in conjunction with pastoral staff and Parish Health Ministry

Fellowship Committee: strengthens fellowship at RLC by promoting social interaction between persons and families within RLC by

- Planning and overseeing congregation-wide fellowship events
- Recruiting and organizing volunteers to execute work necessary to accomplish Fellowship Committee goals
- Creating, promoting, and overseeing special-interest groups and activities in the congregation that enhance fellowship among adult members

Growth Groups Committee: promotes active involvement in growth groups among adult RLC members, and supports and maintains the growth groups themselves by

- Creating, promoting, and supervising growth groups
- Appointing, training, and overseeing growth group leaders and leadership team members
- Researching, reviewing, and providing study resources for growth groups

Women's Ministries Committee: promotes spiritual growth and mutual support among women of the congregation by

- Planning, promoting, supervising, and coordinating groups and activities for adult women that include study, fellowship, service, and/or mutual support
- Recruiting, training, supervising, and supporting leadership for women's ministry groups and activities
- Researching, reviewing, and providing materials for women's ministry groups and activities

Men's Ministries Committee: promotes spiritual growth and mutual support among men of the congregation by

- Planning, promoting, supervising, and coordinating groups and activities for adult men that include study, fellowship, service, and/or mutual support.
- Recruiting, training, supervising, and supporting leadership for men's ministry groups and activities
- Researching, reviewing, and providing materials for men's ministry groups and activities

Nursery Committee: provides a safe and welcoming environment in the nursery for children during congregational functions by

- Supporting and training nursery volunteers
- Scheduling nursery volunteers to meet the needs of the congregation for child care
- Monitoring and addressing needs of the congregation related to the nursery

Parish Health Ministries Committee: promotes health and wellness of congregational members through an integrated approach of body, mind, and spirit by

- Assessing health-related needs and priorities of the congregation
- Planning, promoting, supervising, and coordinating activities leading to healthy lives
- Modeling self-care for the physical, emotional, spiritual, and social needs of life and assisting others to do the same

Education Ministry

Led by Corey Smith, Minister of Christian Education

“The Education Ministry shall assist the congregation in promoting the spiritual growth of its members through classes, programs, and other offerings which enable them to understand, apply, and confess God’s Word in everyday life.”

Children’s Ministries Committee: provides solid Christian educational opportunities for children ages 2 through grade 5 by

- Selecting and evaluating curriculum corresponding to the goals set forth by the Education Task Force
- Recruiting, training, and supporting teaching, supervisory, and assistant volunteer staff
- Promoting outreach and spiritual care for children of our congregation and the local community
- Organizing other educational experiences for children as needs and opportunities arise

Middle School Ministries Committee: assists middle school youth in their spiritual growth and participation in ministry as well as outreach to their peers by

- Promoting outreach and spiritual care for middle school students in our congregation and local community
- Planning and promoting educational, service, fellowship, and leadership programs that meet the Educational Task Force’s goals
- Planning and promoting every aspect of the sixth through eighth grade confirmation program
- Recruiting, training, and supporting teaching and assistant volunteer staff
- Selecting and evaluating curriculum corresponding to the Educational Task Force’s goals

High School Ministries Committee: assists high school youth in their spiritual growth and participation in ministry as well as in outreach to their peers by

- Promoting outreach and spiritual care for high school youth in our congregation and local community
- Planning and promoting educational, service, fellowship, and leadership programs that meet the Educational Task Force’s goals
- Planning and overseeing the final year of confirmation ministry with special attention given to a smooth transition to mature participation in the life and ministry of the congregation
- Recruiting, training, and supporting teaching and assistant volunteer staff
- Selecting and evaluating curriculum corresponding to the Educational Task Force’s goals

Young Adult Ministries Committee: promotes spiritual growth and mutual support among post-high school young adults by

- Providing local opportunities for learning, fellowship, service and mutual support
- Maintaining supportive contact with non-local young adults
- Planning and promoting retreats and other events as needs and opportunities arise

Adult Education Committee: promotes learning opportunities for adults that will aid them in applying God's Word to life situations by

- Planning and promoting regular classes that correspond to differing interests, needs, and levels of theological experience
- Planning and promoting additional educational events and retreats
- Recruiting, training, and supporting teachers of adults

Resources Ministry

Led by Debbie Stankovich, Director of Administration

“The Resources Ministry shall assist the congregation in its stewardship of all that God has entrusted to it, including financial resources, facilities, and property. It shall likewise encourage members in their personal stewardship of time, talent, and treasure. Members serving in this area of ministry shall work closely with those working in other areas of ministry to ensure needed support is provided in a timely manner consistent with the goals of the congregation’s overall ministry.”

Lay Ministry Committee: identifies members' gifts and interests, and facilitates their involvement in various ministries by

- Devising strategies for identifying members' gifts and interests
- Creating and implementing information retention and distribution systems

Finance Committee: provides the Congregation Council with financially-sound recommendations for safeguarding and maximizing congregational assets by

- Recommending prudent investment and financial development strategies
- Providing leadership, expertise, and recommendations for funding capital improvements
- Obtaining legal and tax counsel as required
- Annually reviewing insurance policies, ensuring adequate protection of church assets and bonding of directors and officers

Property Committee: safeguards the belongings of RLC, providing for timely repair, maintenance, and replacement of church property by

- Ensuring routine maintenance tasks are performed using the established planned maintenance plan
- Conducting an annual inventory of all church properties and equipment, noting general condition and approximate value
- Periodically reviewing facility and equipment practices regarding the use of church property and recommend changes
- Identifying storage needs of all user groups
- Devising a fair system to assign and ensure appropriate utilization of space

Communications Committee: ensures all communication generated in the name of Richland Lutheran Church is timely, accurate, and reflective of the church's mission to help build strong, effective Christian lives with the resources of God's grace by

- Providing the congregation with information about fellow members, church activities, and newsworthy events in the wider church
- Providing the community and visitors with information about the congregation and its activities

Stewardship Committee: designs and implements a year-round approach to stewardship, intended to result in spiritual growth of congregational members responding to God's generosity with their gifts to His ministry

Safety Committee: minimizes legal exposure for the congregation by identifying potential areas of risk as they relate to the facility and users and taking steps to eliminate, reduce, or transfer that risk where appropriate by

- Identifying potential areas of risk and implementing a comprehensive plan for achieving ministry goals
- Identifying and promoting correction of any potential safety risk present in the congregation's facilities, procedures, or programming
- Monitoring congregational policies and recommending any changes necessary to ensure the congregation adheres to safety standards of local, state, and federal agencies
- Providing leadership in creating a culture of safety through role modeling safe practices