



*Saved by Grace Alone
Through Faith Alone
Because of Christ Alone*

Congregational Profile

April 27, 2017

CALL COMMITTEE

**Howard Carpenter
John Diamond, Chair
Kelsey Diamond
Annette Kindt
Greg Lahaie
Tom Lavoie
Beth Strong**

INTRODUCTION

Greetings in the Name of our Lord and Savior Jesus Christ!

On March 16, 2010, we embarked on a journey in search of a new start and that took its form in Resurrection Lutheran Church of Alpena. Our target was to be a type of congregation that did not exist in Alpena. Through prayer and guidance of wise mentors, the Holy Spirit pulled us out onto the skinny branches away from the comfort of the trunk. It was scary, but the view was amazing. Jesus was leading the way. We listened for His will, not our own.

Over time, and through much prayer and discussion, we started to be more and more deliberate in how we moved forward. We have a vision that paints the picture of what we would most like to see: **Heaven on earth**. It's a simple, but beautiful image. We focus ourselves on trying to move closer and closer each day.

Our mission comes from the last recorded words of Christ on earth, **“Therefore go and make disciples of all nations, baptizing them in the name of the Father, Son and Holy Spirit, and teaching them everything I have commanded you. And surely I am with you always, to the very end of the age.”** *Matthew 28:19-20*. Christ says GO. Don't be safe, don't be static. GO and make disciples. This is not a complicated set of directions. We build a relationship with Jesus and then introduce others to Him and help them do the same. Lives change and glory is brought to Him. The Bible is our guide; it is God's written word and our source for His wisdom.

To carry this mission forward, we have developed a strategy: **Be the hands, feet and face of Jesus**. Our hands will serve, our feet will carry us to where we need to be and our face will show His love as our voice speaks His truth. To convert this into action we have developed five segments of ministry that allow us to organize and work together:

Faith Development Ministry – Deepening relationships with Jesus and developing a knowledge of what it takes to be His disciples.

GO Ministry – Serving beyond ourselves.

Pastoral Ministry – Preaching strong Biblical truths and caring for those in need.

School of Music Ministry – Enriching musical talents given by God to those in our community.

Worship and Music Ministry – Praising and celebrating God the Father, Son and Holy Spirit.

We are searching for a director of Faith Development and Pastoral Ministry. The director is responsible to strategize, implement, lead and encourage the engagement of people in their respective areas of ministry, while coordinating with other areas of ministry. In addition, we would encourage a continual process of evaluation, leading us to wind down ministries that are no longer effective and start new ministries where God is leading us to be.

If you are a talented **teacher and equipper**, we need you to help us learn to be better disciples. If you are a **gifted preacher**, we have ears for you to bring us news of both judgment and forgiveness. If you are a **caregiver**, we need you to be an ear and voice to those in need and also teach others with those gifts to do the same.

FAITH DEVELOPMENT MINISTRY Director: Your name may belong here

"All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness" 2 Timothy 3:16

Where we began

Faith Development Ministry is designed to be more than just Sunday school and rote memorization. It's more than just a checklist for milestones such as Baptism, First Communion and Confirmation. We use a systematic approach. Intentional evaluation and development are applied. Goals are set to engage and equip families to make this Faith Development journey together.

Three Key Components

1. Parents are viewed as primary teachers of the faith. We help equip parents.
2. We help move faith from just the head, to the heart and the hands.
3. An intentional lifelong process that builds a personal relationship with Jesus.

Faith Development is supported in the following areas:

Baptism

Through Baptism, the partnership begins. This is the beginning point for a lifetime of faith. For babies being baptized, parents make promises to raise children in the habits of a disciple. The church promises to support both the children and the parents. When older children and adults are baptized, they declare their faith. The church also promises to support them.

Sunday school: ages 2-4

This is the beginning age group for our Sunday school classes. Simple Bible stories and songs are introduced. These youngest learners are introduced to the basics of faith through prayer, worship, listening to Bible stories and having fellowship with one another. This group currently uses SOLA materials for preschool age children.

Sunday school: Kindergarten- 5th grade

This age group uses a three year rotating curriculum. It teaches the basic Bible stories at age-appropriate levels. This is the beginning of children reading their Bibles. Children's Beginner Bibles and Simple NIV Bibles are used. The children learn the basics of faith (head knowledge) through the Ten Commandments, the Lord's Prayer and the Apostle's Creed.

Children learn the beginning habits of a disciple through continued worship start their personal relationship with Christ through prayer. Teachers engage and communicate with parents so they are able to reinforce lessons at home.

First Communion

RLCA offers an open communion table to all baptized Christians who believe Holy Communion is the body and blood of our Lord, Jesus Christ, received in and under the earthly elements of bread and wine along with our Lord's words: "given and shed for you for the forgiveness of sins". During the distribution, we offer a blessing to those who are not yet ready to receive Holy Communion. Classes to prepare children to receive Holy Communion are offered to 3rd grade students and their parents. Parents determine when their child has an appropriate understanding of Jesus' sacrifices for our sins and the need for their own repentance.

Confirmation: 6th - 8th grade

This group continues to learn the faith basics and how they apply to daily living. SOLA curriculum is currently used. They deepen their understanding of God's word by using their Quest Bibles in this three year cycle. Students learn about their responsibilities of being a disciple of Jesus which translates into service to others, worship, and independent Bible reading and study. Families also receive homework to help with engagement. This group focuses on inculcation of Bible doctrine from head knowledge to heart knowledge of Christ. Students have opportunities to serve within the church and the community. These students are starting to take responsibility for their faith/service/learning. They are also learning to tell their own personal story of Jesus. The teacher regularly communicates with parents to provide homework that keeps families connected. Generally toward the end of the 8th grade and when parents believe their child is ready, the child writes their own faith statement and declares it to the congregation. Through the affirmation of their baptism and the congregation accepting a role to continue to nourish the student, the young person then becomes an adult member of the congregation and assumes more responsibility for their own faith life. Confirmation does not signify the end of Faith Development as this is a life long journey in faith.

Sunday school: 9th - 12th grade

These students get the opportunity to be off site, (currently at Cabin Creek Coffee) while learning to take their faith into the world. This gives students the opportunity to apply their faith foundation to real world situations. Students get to strengthen their faith through challenging conversations. This group also gets to develop peer support through opportunities to become leaders in a faith setting. These students have opportunities to share their faith story with others on mission trips. Through this, students will actively become the hands, feet, and face of Jesus through witnessing and being a role model to friends and peers and offer acts of service in the community. The teacher offers weekly communication with parents and students. Sunday morning curriculum currently is Group LIVE High School.

Sunday school: Adults

This group of adults continue to study and dig into God's word. They offer opportunities to pray for and with one another. Adult Sunday school is deepening an understanding of the Bible through practical application of the Bible to daily life. They have time to ask questions and explore the Bible together.

Bible Studies: Small Groups

Small groups typically meet with four to eight people. Groups meet in different places including the church, homes, restaurants etc. These groups meet at various times and days throughout the week to accommodate different schedules. There is a women's book reading group, a Tuesday afternoon topical study group, a Wednesday evening topical study group, a Thursday morning men's group, a Thursday morning women's small group, a Friday evening topical study group and a prayer chain group. While these groups are growing, a more systematic approach needs to be developed and implemented that will engage more and more people. Members of these groups pray for each other, hold each other accountable and support each other.

Resources available to all ages:

- Bibles-Egermeier Story Book, Beginners Bible, Children's NIV Bible, Quest Bible, Large Print Bible, Recovery Bible. RLCA has made an effort to place age appropriate Bibles in the hands of everyone at RLCA.
- Devotionals for home study include "Our Daily Bread," and "Portals of Prayer," and are available at the church entrance.
- Resources such as "Connections Magazine" are available at the church entrance as well as weekly Table Talk in the church bulletin.
- The RLCA website communicates weekly songs, readings for upcoming Sunday service and opportunities for service.

Areas for initial focus for the new director

- A systematic and intentional approach to Faith Development for all ages
- Parent connections to help carry out their roles as primary teachers of the faith
- Support and education for teachers
- Support for small groups and adult studies while developing more groups
- Finding additional Bible based resources to help people develop and deepen their faith
- Engagement and equipping of lay-leaders
- Development of opportunities and materials for ages 18 to 30

GO MINISTRY Director: Julie Wood

“You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, serve one another humbly in love.” Galatians 5:13

Mission

The mission at Resurrection Lutheran Church of Alpena is to go and make disciples. With this in mind, GO Ministry began in 2012 with the goal of going out to share the love of Jesus with people who may know about Him, but didn't have a relationship with Him. While we tithe each month, we recognize that God works not only in the hearts of those who are served but also in the hearts of those serving. We wanted a way for our congregation to be involved beyond placing a check in the offering plate and instead personally serving as the hands, feet, and face of Jesus. As the body of RLCA grew, so did our ability to “GO”, allowing this area of ministry to diversify and expand over the last four years. Today, we include these areas under GO Ministry:

Visitor/Member Follow Up

At RLCA, we want to reach all people, and we know the best way to start is by connecting with those around us, who then connect and reach out to others. This ministry was established so that more people can be reached beyond what a single person could do on a Sunday morning or throughout the week. The group that serves visitor and member follow up greets new visitors that come to worship for the first time and intentionally makes them feel welcome. If the visitors leave contact information, we also make a phone call or send an email or note thanking them for worshiping with us and inviting them to come back. Those who are usually regular attendees, but haven't been seen or heard from in a while, are checked in with to see how they are doing and asked if they need care, prayer, or communion.

Service

Institutional service represents places in which we see a need that is continuous and not being met by other organizations. Specifically, we are involved in preparing healing kits to give people at the Cancer Center in Alpena, providing meals to our apartment neighbors during various holidays, making fleece blankets for those who are on dialysis, and Feeding Kids Ministry (FKM). FKM provides packets of non-perishable and nutritious food for the weekend to elementary, junior high and high school students in need. FKM also provides dinner for students working towards their GED or studying for high school classes on Tuesday, Wednesday, and Thursday nights. Additionally lunches are served Monday through Friday over the summer to kids and caregivers that don't have a reliable source of food. Volunteers work with the students to make a craft during the summer lunch program that will be given to nursing home residents. This gives students a “pay it forward” opportunity. Volunteers share stories with one another and pray for each other and the children who will receive the food. Relationships are built, the love of Christ is shown, and we pray that more people come to know Jesus because of it.

More information about FKM can be found at www.feedingkids.us

Random Acts of Kindness

This part of service in GO Ministry provides one-time help for someone who needs assistance with basic needs. It may be groceries just to get through the week, a new water heater, yard clean-up, money to get their car working or to keep their heat running. Often, someone representing RLCA will meet the recipients and accompany them as they meet their needs so that the relationships that are crucial to ministry can be formed. These instances are handled on a case-by case basis and are left up to the discretion of the GO Ministry director.

Monthly Service Activities

RLCA teams with larger organizations who do Christ's work throughout Alpena, the state of Michigan, the U.S, and the world to provide supplies for people in need. This allows members of the congregation an opportunity to purchase items to fill those needs such as school supplies, soap, baby layette kits, or many others. The love of Christ is shown through these gifts and by grouping with larger organizations, the impact is greater than what we could accomplish on our own.

Fellowship

GO Ministry includes funeral luncheons, Sunday morning fellowship, hobo dinners, "Grillin' at the Garden", chili cook-offs, deer blind builds, family game night, Easter brunch, Lenten and Advent meals. These events have great possibilities to provide an easy avenue to build meaningful and lasting relationships with others in the community. They also provide an approachable way to share our faith. For example, inviting a neighbor who doesn't know Jesus to a cookout would allow them to get to know members of RLCA who invite them to Sunday morning worship and would serve as a familiar face. It is our prayer that God uses all of these events for His purpose in drawing more people to Himself.

Monthly Tithing

Monthly Tithing allows RLCA to partner with larger organizations who align with our mission to have an impact on more people than we alone can reach. There is a team of people who help establish a list of organizations that we rotate through for local giving, state giving, and national or international giving. Normally, 4% of our monthly tithe is given locally, 3% is given to an organization within the state, and 3% is given to a national or international cause. From January to early fall of this year, we have tithed 4% or \$6,054 to our GO ministry and these local organizations: Friends Together, DARE, Salvation Army, Shelter, Chosen Ranch, Habitat for Humanity, Baby Pantry and Sunrise Food Pantry. We have tithed 3% or \$4,540 to the United Way for Flint water crisis, Salvation Army, Sola Publishing, Forgotten Harvest, Kids Food Basket, Lydia's Gate, Wellspring Lutheran and The Gideons International. We have tithed 3% or \$4,540 to Save the Children, Project C.U.R.E., Water Missions, Lutheran Bible Translators, Lutheran World Relief, Thrivent for Kids Against Hunger Pack and Feed my Starving Children. In addition, we give \$300 per month to Lutheran Congregations in Mission for Christ. This giving may not allow our congregation to personally be the hands, feet, and face of Jesus in many cases, however it allows us to financially support others who are carrying out this mission.

What's Next for GO Ministry

GO Ministry serves a variety of needs in various ways, allowing many different people to use their individual knowledge, skill, and talent to the glory of God. On a monthly basis, between sixty and seventy people are involved in this ministry. It is our hope that GO Ministry would continue to reach people for the Kingdom while keeping in mind that we need to be ready to adapt to the needs of this world. We also pray that God would work through us as we serve others, that our ministry would bring glory to God and not ourselves, and that ultimately more people would come to have a relationship with Him. Thanks be to God for His work in this ministry!

PASTORAL MINISTRY Director: Your name may belong here

“Until I come, devote yourself to the public reading of Scripture, to preaching and to teaching.” 1 Timothy 4:13

“Is anyone among you sick? Let them call the elders of the church to pray over them and anoint them with oil in the name of the Lord.” James 5:14

Mission

We recognize the importance and value of a shepherd in our midst. Yet we also understand that this role can become an excuse for believers not to engage in ministry, leaving it all to a pastor. Within this ministry, there are a number of activities that a trained pastor is uniquely qualified to accomplish. However, we are looking for a pastor to engage others who have, or are willing to develop, the proper knowledge and skill to help in these areas. Finally, we all must accept our responsibility to reach out to others as we meet them wherever they are.

Comforting the Broken and the Sick

Our Creator gave us the gift of free will allowing us to make choices. At the end of those choices are consequences. We find ourselves broken from sin. We are called to support one another by listening, responding by being the face of Jesus to one another and sharing words of reassurance.

Our bodies are an incredible part of God’s creation that we have been given to use and to care for until the time we are called into the arms of Jesus. During times when our bodies weaken or fail, we experience the need for support from others. We are called to assist and comfort those who experience sickness and disease.

Preparing for and Dealing with Life

Our journey through life brings about changes that are celebrated and some that bring grief. The Bible is a great source to help prepare us and guide us through these times. However, to navigate through this alone would be difficult and lonely. For example, here are just a few of the times where we can reach out to others: preparing for marriage, discerning how to parent according to God’s will, dealing with the loss of a loved one through death or a broken relationship. We are called to support one another through times of change and growth.

Theological Support and Guidance

Studying and learning about God is essential to a healthy relationship with Him and provides a way to get to know more about Him and His plan for each of us. The Bible is God’s Word for each of us and we should

daily spend time in his Word to continually deepen our understanding. We are called to help one another to stay grounded in truth and not be misled by our own misunderstandings or the false teachings of others.

Preaching

The basis for all preaching is centered on Biblical truth, both Law and Gospel. We need to hear about our conviction and being set free, proclaiming the need for a savior and the sure promise of Christ's grace. The Bible should be held up as the Word of God, available to guide our daily lives until Jesus comes again. Preaching to connect these truths with all that will listen is an essential component of this ministry. We are called to proclaim Christ and tell the story of our relationship with Him.

Prayer Life

Our Almighty Father desires relationship with each and every person. Relationships are built on open and transparent communication. Prayer is a gift through which everyone can listen to God and express themselves to God. We are called to deepen our relationship with Jesus and with others through prayer.

RLCA currently offers a prayer chain of believers to lift up special concerns in prayer. This group also meets once a month to pray together and deepen their understanding of prayer.

From time to time, the congregation is asked to regularly pray for a special concern or area of ministry. This is accomplished by giving each worshiper a prayer card with a petition that they can incorporate into their daily prayer. Currently the congregation is praying for this call process with this petition: *Almighty God, We come before you giving thanks for your work at Resurrection Lutheran Church of Alpena. We raise up in thanksgiving those whom you have already sent us to deliver your Word. As we begin our search for a pastor, we ask that you would stir the hearts of candidates so that they may be led to a calling with us if it be your will. We petition in particular for a pastor with the ability to deliver your Word as you intend it and to equip us to expand your kingdom. Walk closely with us as our congregation moves through this process and guard us from straying from the path you have chosen. All glory is yours, today and forever. Amen.*

Areas for initial focus for the new director

- Boldly preach Biblical truth.
- Provide and further develop our caring ministries.
- Expand our prayer ministries.
- Develop the prayer lives of the people who make up our congregation.

SCHOOL OF MUSIC MINISTRY Director: Julie Wood

“Sing and make music from your heart to the Lord, always giving thanks to God the Father for everything, in the name of our Lord and Savior Jesus Christ.” Ephesians 5:19b-20

Mission

To provide opportunities for young and old, experienced and novice, to enhance their ability to give glory to God through voice and/or instrument. In so doing, they are given a chance to develop or enhance their relationship with Jesus Christ and are enabled to build up the kingdom of God in their own ministries.

What is RLC School of Music?

RLC School of Music is an outreach that was established in 2010 to fill a need in our area where local school music and band programs had been reduced. The school has over 40 students receiving private instruction in a variety of areas. Students range in age from 6-88 years old. Our instructors do not actively recruit for RLCA, however they promote being passionate about music and Jesus. Students are encouraged to share their musical gifts at their own churches.

Hiring Process

When we began our ministry, we set out to hire instructors who were passionate about Jesus and passionate about music. Many of our instructors have played as a part of our worship team on Sunday mornings and two instructors play every week, donating their time to help lead worship.

Courses Offered

Part of our original goal was to provide courses for groups of students who were no longer receiving the opportunities in the public schools or who were home-schooled. We also wanted to be a place where families could go to have their musical lesson needs met for several children at once. RLC SOM began offering courses for children to sing, have general music, be part of an ensemble and much more. As our staff changed and evolved, we discovered that group instruction was not a significant need and that we needed more resources for individual instruction. So, we are currently serving over 40 students and providing individual instruction in piano, voice, guitar, flute, violin, accordion, and beginning band instruments. Most of the instruction is given here at Resurrection in the various classrooms and in the church itself. Some lessons are held offsite.

Performance Opportunities

There are several different opportunities for students to perform as well as give their gifts back to God during worship. RLC SOM holds two formal recitals each year, one in the winter and one in the spring. There are also some informal opportunities for our students to perform, such as, local art shows at Art in the Loft and an outdoor venue, both in downtown Alpena. Many of our students have opportunities to perform where their instructors provide music in the community. Once a month, RLCA includes a student to sing or play during worship. This helps to make the connection with our congregation as well as to help remind students that their gifts are God-given and to be used for His glory.

Operations

Julie Wood serves as the director of this ministry. This entails hiring instructors, overseeing the website, sending tuition reminders, receipts, advertising, planning recitals, concerts, connecting with the community and the congregation, meeting with the instructors quarterly and other activities. The congregation gives \$8,500 annually to cover the cost of Julie's salary, as the director and also to help fund the advertising, supplies, some scholarships and other events that we may hold. In addition, private lessons are \$20/half hour. \$18 of that amount goes to the instructor and \$2 provides the School of Music help with scholarships, supplies and extra events.

Learn more at www.rlcamusic.us

WORSHIP AND MUSIC MINISTRY Director: Julie Wood

“God is spirit, and his worshipers must worship in the Spirit and in truth.” John 4:24

Mission

We strive to create a worship environment that eliminates barriers, allowing the Holy Spirit to work in us. We see worship as a time to gather and give praise to God. Our worship consists of a blend of the traditional and the contemporary.

Worship Style

We have a blended style of worship at RLCA that combines traditional with contemporary. We are mindful of being authentic for those who worship. We maintain traditional elements of worship with old hymns, readings and parts of liturgy that we feel are essential to Lutheran worship. We offer a children’s sermon and activity bags to help keep kids engaged. We also provide contemporary worship songs that will connect with young adults and middle aged people. Preachers do not wear robes or vestments, creating a less formal and more inviting atmosphere. By offering this worship style, we are hoping to fill a niche that is otherwise not available in our community. While we realize that all people worship in different ways, we work hard to remove barriers that would interfere with the work of the Holy Spirit.

Roles in Worship

The different roles that engage people in worship include greeters, ushers, assisting ministers, readers, worship set-up, communion distributors, cup bearers, musicians, and a sound technician. We fill each of these roles with individuals who have the appropriate knowledge, skill and talent. Young people are encouraged to participate and serve.

Worship Setting

We strive to create a welcoming environment from the time people enter our doors. Greeters welcome people with a handshake and hand them a bulletin. There is a Welcome Center set up as people enter the church. This table offers information about our congregation and a small gift to give to first time visitors. We offer Bibles at this table free of charge. Several people in our congregation actively look for new faces so they can introduce themselves and make people feel welcome as well as invite them to fellowship after worship. Conversation is encouraged prior to worship.

Worship

We regularly worship on Sunday mornings at 9:00 a.m. Other worship opportunities include midweek Advent and Lenten services, Thanksgiving Eve, Christmas Eve, Ash Wednesday, Maundy Thursday and Good Friday. Announcements that need highlighting are projected in the front of the church so people can learn of upcoming events or see pictures from previous ones.

Ten minutes before worship begins, the people filling the varied worship roles meet in the back of the church for prayer. Worship opens with a welcome, a few brief announcements highlighted from the bulletin and sharing the peace.

Order of worship:

- Praise Singing
- Opening Prayer
- Children's Message
- Reading of Scripture
- Sermon
- Hymn of the Day
- Apostle's Creed
- Prayers of the Church
- Offering
- Confession and Forgiveness
- Holy Communion
- Benediction
- Sending Song

A typical Power Point of worship can be found in the appendix.

Our entire worship service is projected via Power Point. This adds another beautiful element to worship in that people aren't worshipping with faces down in hymnals. They are free to read prayers, follow scripture and songs with heads lifted and hands free. It enables those new to worship to easily follow along. Worship is live streamed and recorded for those who are not able to join us in person.

Again, we strive to create an authentic worship time to allow the Holy Spirit to work in us and on us. Thanks be to God for the people He sends to lead and help carry this out!

Worship Outside Our Walls

We don't want worship to be confined to a single building, but instead we want to bring Jesus to people throughout the community. Worship Outside Our Walls gives us the opportunity to reach out to people who are hungry for God's Word but who may not have the chance to make it to church on a Sunday morning. We currently minister to three different locations including Turning Brook and Greenview (both nursing homes in Alpena) as well as the Sunrise Centre (drug and alcohol rehabilitation center). At Greenview and Turning Brook, we offer worship, communion, music, scripture, and a reflection on the scripture once a month. At the Sunrise Centre, we share scripture, music and offer a chance to discuss how the scripture relates to our lives on a weekly basis. While attendance varies from month to month and is greatly dependent on the staff working in each of these locations, many good relationships are formed and we can freely share the love of Christ.

IN SUPPORT OF MINISTRY

Allowing our ministries to function without distraction, we have numerous people who serve in critical roles to support the ministries. This happens in three different areas:

Building and Grounds

We currently lease space from Tri-Point Church of God. As partners, we share maintenance projects and costs. As we purchase assets such as musical instruments, sound equipment and furniture, a mutual list is kept to prevent any misunderstandings in the future. This arrangement has been beneficial to both congregations and we continue to give thanks for our partnership.

Finance

Our treasurer stewards all financial gifts. Offerings are promptly counted and deposited. Invoices are appropriately evaluated and paid in a timely manner with dual signature checks. Financial reports are accurate and delivered in a timely manner to the Congregational Council. Budgets are developed and presented at our annual meeting. Controls are in place to ensure process integrity.

Administration

From congregational records to computers and printers, our administrative team handles it all. We do not have a traditional “church office” so much of the necessary work is handled by volunteers off site. The world of computers and connectivity has made this an efficient and effective mode of operation.

MINISTRY EVALUATION

As a congregation, we realize that we are not equipped to be everything to everybody. We need to continuously work to engage the knowledge, skill and talent of our brothers and sisters in Christ, aligning the willing with opportunities to serve in ministry. Approximately two years ago our leadership team spent time and effort discerning the characteristics of meaningful ministry. Here is the criteria we chose to utilize:

Supports Vision, Mission, Strategy

Moves people from self

Positively changes lives

Engages people's knowledge, skill and talent

Deepens relationships with others

Deepens relationship with Christ

This has been helpful as we evaluate ongoing efforts and consider one-time events. It also causes us to not get caught into traps like, "We have always done it this way".

A copy of the form we have used is included in the appendix.

We recently invited Mark VanderTuig, the services coordinator of LCMC, to our congregation for a visit and a check in. His report is a part of the appendix.

ORGANIZATION STRUCTURE

Resurrection Lutheran Church of Alpena (RLCA) is organized under the laws of the State of Michigan and operates as an affiliate of Lutheran Congregations in Mission for Christ (LCMC). We utilize the non-profit status of LCMC. The School of Music and Feeding Kids Ministry are “branded” separately, but each operate within the structure of RLCA.

The authority of the organization rests with the voting membership. The Congregational Council is accountable to the voting membership. The council is made up of nine members who each serve three year terms, with one-third of the council being up for election each year. A member may serve two consecutive terms.

Other than special committees set up for a specific purpose by council (such as this Call Committee) we have no committees within the organization. Instead, each of the five ministry areas has a director. These directors are accountable to the Congregational Council and reports to them monthly. Council sees that each of these directors has clear expectations of overall direction, appropriate resources to carry out the ministry and assistance to remove hurdles that get in the way. Directors then coordinate with one another to carry out ministry THROUGH THE ENGAGEMENT of our brothers and sisters in Christ. A ministry coordinator (job description in the appendix), currently a volunteer position, leads and supports the directors on a day to day basis. Julie Wood has served with us since our start and currently carries out responsibilities as Director of three ministry areas: Worship and Music, School of Music and GO Ministry. Pastor Scott Meier came to join us in 2011. He was the director of the Pastoral Ministry and Faith Development Ministry. In October 2015, Scott returned to his home state of Iowa and is currently serving at Badger Lutheran Church in Badger, Iowa.

At the time of Scott’s departure we established a transition team to see that ministry continues to be carried out. Each person serves in a part time role. The letter that introduced the team to the congregation, the accompanying flyer and the spreadsheet showing a more detailed level of activity is found in the appendix.

This is where it ends.....or begins

To reiterate, we are a congregation in search of a director of Faith Development Ministry and Pastoral Ministry. The director is responsible to strategize, implement, lead and encourage the engagement of people in their respective areas of ministry, while coordinating with other areas of ministry. In addition we encourage the continual process of doing more of what works and less of what doesn't.

If you are a talented **teacher and equipper**, we need you to help us learn to be better disciples. If you are a **gifted preacher**, we have ears for you to bring us news of both judgment and forgiveness. If you are a **caregiver**, we need you to be an ear and voice to those in need and also teach others with those gifts to do the same.

If you are intrigued and believe the Holy Spirit may be tugging at you to explore this opportunity, please take some time in prayer and discern what God is leading you to do. Talk to trusted mentors, asking them to read our profile. Do they see you effectively serving with the people of RLCA? We believe that God is preparing just the right person to join us. Are you that person?

To respond, please send us a resume that outlines your educational and vocational past. In addition, we would ask that you also include a one page statement describing your relationship with our Triune God. It will serve as a great launching point for further discussion.

Please send your response via email to our call committee Chair, John Diamond

john.d.diamond@outlook.com

or via U.S. Mail:

Resurrection Lutheran Church of Alpena
P.O. Box 151
Alpena, MI 49707
Attention: John Diamond

We will acknowledge receipt of your information and provide further guidance as to next steps and timing of the process.

We are praying for you.

Gracious and Almighty Father, You are the creator of all and the source of all knowledge. Thank you for each person who reads this profile and discerns Your will for their lives. Be with them. Guide them. Grant them clear vision to lead them to a place that is favorable in Your eyes. It's in Jesus' holy, precious and powerful name we pray. Amen

APPENDIX

LCMC info

www.lcmc.net

LCMC Statement of Faith

www.rlca.us/profile/LCMCStatementofFaith.pdf

Constitution / By-laws

[www.rlca.us/profile/Constitution Bylaws.pdf](http://www.rlca.us/profile/Constitution%20Bylaws.pdf)

Transition team letter and flyer

www.rlca.us/profile/October12LettertocongregationFINAL.pdf

www.rlca.us/profile/TRANSITIONTEAMFLIERFINAL.pdf

Ministry evaluation outline

www.rlca.us/profile/ministryevaltemplate.pdf

Ministry Coordinator Role

www.rlca.us/profile/MinistryCoordinator.pdf

Mark VanderTuig Report

www.rlca.us/profile/AlpenaConsultation.pdf

Financial Statement

Please contact John Diamond – john.d.diamond@outlook.com
[989-464-8822](tel:989-464-8822)

Typical worship Power Point

www.rlca.us/profile/January82017.pdf

Worship Videos

<http://www.ustream.tv/channel/WrPZSk96Qnp>

2010 Organizational Team Report

[www.rlca.us/profile/Organizational Team Report to Congregation June 6 2010.pdf](http://www.rlca.us/profile/Organizational%20Team%20Report%20to%20Congregation%20June%206%202010.pdf)

Congregational Profile – October 2010

www.rlca.us/profile/2010Profile.pdf