



Congregational Profile

August 26, 2021

Call Committee Members:

Howard Carpenter, Chair
Joanne Gallagher, Vice Chair
Linda LaHaie
Patty MacNeill
Emilee Manning
Al Moe
Jay Walterreit, Secretary



Congregational Profile — Resurrection Lutheran Church of Alpena

Part 1: Congregational Information (as of July 1, 2021)

1. Name of Congregation — Resurrection Lutheran Church of Alpena
Address — P.O. Box 151, Alpena, MI 49707 (500 S. Brooke Street, Alpena, MI 49707)
Phone — (989) 354-7522
Email — secretary@rlca.us
Webpage — rlca.us
2. Congregation Council Chair — Greg LaHaie, (989) 657-0870, win71@charter.net
3. Call Committee Chair — Howard Carpenter, (989) 356-2359, hcarpenter55@outlook.com
4. List events or developments that are important from the history of your congregation. Please indicate dates. If you have a short, concise congregational history, please attach it.
 - On March 16, 2010, a group of people from three different churches met to discuss the possibility of starting a new Lutheran church in Alpena, Michigan, that would combine conservative Lutheran theology and contemporary ministry to gain more souls for Jesus Christ. The events of the ELCA prodded this group to meet and discuss what was happening in our churches and how it affected what we are called to do as children of God — go forth and make disciples of all, using and being the Word of God. The first service for the new church — Resurrection Lutheran Church of Alpena — was held on April 11, 2010, and attended by 138 people.
 - On June 6, 2010, the congregation elected the first church council and on July 11, 2010, elected the first call committee.
 - In September 2010 we started an outreach ministry called the School of Music as the school system had discontinued music programs. The intent was to teach Christian music and values, utilize the talents of our music director and provide a common point for parents to take children. The school operated for 9 years and was ultimately discontinued for financial reasons and the movement of the music director to a school system job. The school never became financially self-supporting.



- In September 2012 we started an outreach ministry called Feeding Kids Ministry. The purpose is to provide daily food during the summer and weekend packets to food insecure children in concert with congregation members and with the school system. The program continues to operate today with a \$45,000 annual budget completed funded by private donations and grants. It engages at least 30 congregational members monthly throughout the school year, and about 10 congregational members monthly throughout the summer. In addition, it engages community members and groups throughout the school year. It is widely considered to be a valuable, successful program for our congregation in the community.
 - Pastor Scott Meier came to join us in 2011; in October 2016, Pastor Meier left RLCA and took a position at Badger Lutheran Church in Badger, Iowa.
 - Pastor Phil Phifer was called to be RLCA's second pastor on October 22, 2017. He resigned from RLCA in May 2019.
 - In December 2019 the Congregational Council approved the hiring of Pastor Steve Abend to provide intentional interim pastor services to the church, including working with the Interim Team (which was also formed in December 2019).
5. Construction date of church building — We are currently renting space at TriPoint Church of God located at 500 S. Brooke Street, Alpena, MI. The building was constructed in 1968. RLCA recently acquired a house which will be used as a parsonage.
 6. Date of last church building renovation — unknown.
 7. Comment on Significant Trends in Congregational Demographics:

In the past two years membership has declined due the COVID pandemic, a change in the core leadership group, and a realigning of the structure of the church. Weekly church attendance has rebounded since COVID restrictions were relaxed. Online participation has been steady. We have recently begun updating our member files to reflect active membership more accurately. We are currently averaging 50-75 attendees at weekly worship (July 2021).
 8. The congregation's Constitution and Bylaws were last updated in May 2021.



Part 2: Ministry Practices, Structure, and Future

1. Describe the congregation's present program/practices.
 - a) **Worship** (time, type, style, frequency of communion): Sunday morning at 9:00 a.m., the service is blended, using both traditional and contemporary components. We utilize a projector rather than hymnals and utilize lay ministers in support of the pastor. Every service includes communion, a children's sermon, lessons according to the Revised Common Lectionary, the Gospel, and a sermon.
 - b) **Education** (adult, youth, confirmation): We have a Faith Development team in place to educate our youth and adults based on the Word of God using congregation and family support. We use a small group format for Bible study. Weekly video devotions based on the upcoming service were started during the pandemic and are still being circulated via email; they are also posted on our website. This year we are participating in vacation Bible school in conjunction with TriPoint Church of God.
 - c) **Evangelism**: We are active in the community through material giving with a monthly service program. Our website and Facebook page offer a number of opportunities for people to get to know us and see what we are all about. The congregation does monthly tithing to local, state, and international groups. Other projects have included our Good Samaritan Fund, Feeding Kids Ministry, Embrace Grace, holiday meals to neighbors, etc.
 - d) **Special Ministries:**

Feeding Kids Ministry supplies weekend food to Alpena-area children with food insecurity. FKM's backpack ministry operates during the public school year (September through June) and is currently (January 2021) supplying food to students.

The food supplied through FKM is non-perishable, nourishing, cost-effective and easily prepared by the child. Alpena Public School staff identifies the students and gives FKM the number of packets their school needs each weekend. There is no application process. We do not know the names of the children, but simply provide them with a gift of food for the weekend. The food is put into gallon-size sized plastic bags and then discreetly put into each child's backpack on Fridays with a simple note identifying the ministry and a contact phone number.

In 2020, FKM served over 300 children from 12 area schools; approximately 60,800 meals were distributed during the year.

This year the summer FKM program provides five lunches every week in addition



to a weekend food pack for approximately 60 children a week.

All participants in the Feeding Kids Ministry food program are volunteers; this ensures that the money donated to the program is used for providing food to children. A volunteer coordinator who works with volunteers to schedule shipments of food, package the food, and distribute food backpacks to schools. Volunteers include congregation members, community members, civic groups, and business groups. Approximately 60 volunteers per month participate during the school year.

Other ministries include our Prayer Chain and distributing daily devotionals via email and YouTube.

2. Describe the service ministries of the congregation and its community involvement and partnerships.

In addition to Feeding Kids Ministry described above, RLCA teams with larger organizations who do Christ's work through Alpena, the state of Michigan, the US, and the world or provide for people in need. This allows our congregation an opportunity to donate items that fill these needs. School supplies, soap, baby clothing, gloves and coats are a few of the gifts we have donated. Some of the organizations we partner with are Lutheran World Relief, St. Vince DePaul of Alpena, Alpena Public Schools, Salvation Army, the Baby Pantry, Foster Closet, Samaritan's Purse, and Hubbard Lake Food Bank.

3. Describe the congregation's present staffing, including both paid and volunteers.

We have two paid positions: a part-time secretary and a full-time pastor. We have 168 members, with a worshipping membership of 50-70. 41 people represent lay volunteers to support our ministries. In addition, another 10-15 are engaged in Feeding Kids Ministry.

4. In the past five years, has the congregation conducted a process to review its ministry/ goals?

Yes. With the help of an intentional interim pastor and an interim team we reviewed our mission and vision statement in 2020-21. We engage our congregation in many large and small ministries. We have set up criteria to determine what we consider a suitable ministry. That criterion includes:

- It must support our vision and mission.
- It must move people from self.
- It positively changes lives.
- It engages people's knowledge, skill, and talent.



- It deepens relationships with others, and
- It deepens relationships with Christ.

The interim team held a congregational event to determine the DNA of the congregation. The following characteristics are defined as being essential to our congregation:

1. Preaching from the Bible
2. Reaching out to community
3. Pastor leads the church
4. Passing on faith to children
5. Fellowship
6. Music is central to worship
7. Reading the Bible together

In addition, the following items were brought forth:

- Lay and Pastor lead together.
 - Open communication
 - Worship together – one service
 - The congregation
 - Harmony and Peace
 - Transparency.
5. Please attach a current mission and/or vision statement with corresponding goals and timeline.

Our current Mission statement reminds us to bring people to God and make a difference in their lives and ours, to go out into our community and make a difference. It is:

Help people discover God, grow faith, and find their purpose to make a difference.

Our current Vision reflects our goals and is:

Know: where people encounter God in a deep and personal way

Grow: where people grow into Christians who reflect Jesus

Go: Where we reach out beyond our walls to connect people with Jesus Christ locally and beyond.

6. Is any building program projected?

No. We do have a separate building fund that is regularly supported by the



congregation, but at this time no plans for a new building are in process. We have a cooperative relationship with Tri Point, though are always aware that the need may arise for our congregation to relocate.

7. Please describe existing building issues that may need to be addressed and the current extent of handicapped accessibility.

We are not aware of any building issues. We maintain a cooperative relationship with TriPoint. The current facility is completely handicapped accessible.

8. Describe the congregation's stewardship practices.

Stewardship is more than the presumed financial aspect. To us, stewardship is utilizing and managing all resources God provides for the glory of God and the betterment of His creation. We have good success at engaging people in the use of their time and talents in service of stewardship. We have not yet implemented a formal financial stewardship program but do share our financial status in our newsletter and bulletin.

9. Please attach a current spending plan for the congregation. Additionally, describe savings, endowments or investments and how these funds are to be used.

The most recent financial statement is attached. We maintain financial accounts for our general operating needs and Feeding Kids Ministry in an on-demand account at a local financial institution. In addition, we maintain a fund at Edward Jones Investment which is separated between operating needs for the church, Feeding Kids ministry, building fund and our good Samaritan fund. We recently received a bequest from a church member on the advent of her last heir's death. Those funds are being held in the Edward Jones funds, and are tracked separately on the financial statement. Some of the funds remain in the control of the executor to pay settlement charges for the executor and attorney. Further, a home was willed to the congregation which we are keeping for a parsonage. Use of the willed funds has not yet been fully determined by the council but is in discussion now.

10. What are the congregation's needs and strengths? What pastoral skills will best serve the Lord in this particular setting?

Our congregation is a community of believers that where two or three meet in the name of Christ, He is present. The congregation is unified in their belief of the love of God and has a thirst to learn more about the Bible and the Lord. Our Sunday experience is a welcoming worship utilizing a pastor and lay ministers.



Needs:

- Develop better communication within the church as a whole.
- Develop lay leadership that is trained for the ministries in which they are called.
- Encourage development of lay gifts and talents.
- Resume contacting non-attending members and shut-ins.
- Draw more people to church, especially those with young children.
- Expand faith development activities for children.
- Stabilize the church's post-COVID finances.

Strengths:

- Great participation in service from the congregation; a large part of our congregation volunteers to participate in worship and ministries.
- Strong desire to engage with a pastor and their family.
- Active in fellowship with each other.
- Welcoming to visitors.
- Good reputation in the community because of the ministries we provide.
- Good relationship with our shared church partner.

Pastoral skills:

We are looking for a pastor who is:

- An engaged and motivational preacher that has the ability to delivery God's word as He intended it.
- Strong in pastoral care
- Committed and passionate about our ministries.
- Able to raise up leaders from within the congregation.
- Able to laugh with us and learn with us as we grow and evolve as a congregation.
- Appreciative of a rural, close knit community.
- Interested in working with other clergy in the area.

11. Outline the call process as unique to this specific congregation.

This congregation is now conducting its third call. We recently completed an interim process led by an interim team and intentional interim pastor and have devoted significant time and energy to discerning our mission, our congregational DNA, and our desire to be a pastor-led church. We have strived to discern God's path for us and trust that he is leading us to be where he wants us to be.



If the Holy Spirit is calling you to explore this opportunity, please take some time in prayer and discern what God is leading you to do. We believe that God is preparing just the right person to join us.

To respond, please send us a resume that outlines your Lutheran education and work experience. In addition, we would ask that you also include a one-page statement describing your relationship with our Triune God.

Please send your response via email to our call committee Chair, Howard Carpenter:

hcarpenter55@outlook.com

or via U.S. Mail:

Resurrection Lutheran Church of Alpena
P.O. Box 151
Alpena, MI 49707
Attention: Howard Carpenter



ADDENDUM A: June 30, 2021, Financial Report

Resurrection Lutheran Church of Alpena			
Balance Sheets			
June 30, 2021 and Fiscal Years 2020 & 2019			
Assets			
	2021	2020	2019
Cash - General Fund	\$38,176.55		
		\$80,925.04	\$21,176.33
		\$23,198.73	\$3,620.60
Cash in Bank - Feeding Kids	\$35,597.38	\$37,647.08	\$4,223.65
Cash - School of Music	\$0.00	(\$670.08)	\$810.91
Cash - Fellowship Fund	\$406.52		
Cash on Hand - Feeding Kids	\$1,010.75		
Edward Jones Account			
General Fund	\$41,090.62		
Feeding Kids	\$12,387.01		
Building Fund	\$19,522.92		
Good Samaritan	\$1,025.29	\$1,025.18	\$475.18
CD Accounts			
		\$0.00	\$40,245.42
		\$0.00	\$20,122.69
		\$0.00	\$20,122.69
Total Cash and Investments	\$149,217.04	\$142,125.95	\$110,797.47
PPP account	\$19,001.80		
Fixed Assets - General Fund		\$0.00	\$0.00
Fixed assets - net of accumulated depreciation	\$45,569.30	\$51,264.15	\$61,138.17
Fixed Assets - Feeding Kids Ministry		\$234.05	\$209.32
Total Assets	\$213,788.14	\$193,624.15	\$172,144.96
Liabilities			
	2021	2020	2019
General Fund			
Tithing Accrual	\$0.00	\$1,184.00	\$2,206.44
Accounts payable	\$0.00	\$0.00	\$0.00
Payroll tax expenses payable	\$425.57	\$268.02	\$0.00
Other liabilities - PPP	\$19,000.00	\$19,000.00	\$0.00
Total General Fund Liabilities	\$19,425.57	\$20,452.02	\$2,206.44
Feeding Kids Ministries - liabilities	\$0.00	\$0.00	\$0.00
Fund Balance - General Fund			
Beginning of fiscal year balance (July 1)	\$111,971.22	\$122,652.89	\$142,086.71
Excess (def) of revenues over expenses - current fiscal year	\$7,630.52	(\$7,505.67)	(\$14,733.23)
Fund balance transfer from Building Fund - current fiscal year	\$0.00	\$1,824.00	\$0.00
Fellowship Fund	\$218.93		
Fund balance transfer to School of Music - current fiscal year	(\$670.08)	(\$5,000.00)	(\$7,000.00)
Total General Fund Balance	\$119,150.59	\$111,971.22	\$120,353.48
Fund Balance - Feeding Kids Ministry	\$48,804.89	\$37,647.08	\$24,555.66
Fund Balance - School of Music	\$0.00	(\$670.08)	\$810.91
Fund Balance - Building Fund	\$25,381.85	\$23,198.73	\$23,743.29
Fund Balance - Good Samaritan Fund	\$1,025.24	\$1,025.18	\$475.18
Total Liabilities and Fund Balances	\$213,788.14	\$193,624.15	\$172,144.96



Resurrection Lutheran Church of Alpena				
General Fund - Statement of Revenues and Expenses				
Current Month and Fiscal YTD as of June 30, 2021				
	Current Month	Fiscal Year - to - Date	2020-2021 Budget	100% of budget
Revenues				
Offerings	\$12,294.40	\$120,943.93	\$125,900.00	96%
In Kind Offerings	\$74.17	\$3,175.17	\$0.00	0%
Interest Income	\$5.71	\$33.11	\$100.00	33%
Designated Gift/Fellowship	\$56.50	\$593.15	\$0.00	0%
	<u>\$12,430.78</u>	<u>\$124,745.36</u>	<u>\$145,000.00</u>	
Expenses				
Wages	\$3,527.70	\$58,766.10	\$71,160.00	83%
Payroll taxes	\$39.78	\$1,530.21	\$2,181.00	70%
Benefits - health insurance	\$0.00	\$0.01	\$0.00	0%
Bank and financial services charges	\$25.81	\$484.38	\$540.00	90%
Conferences, conventions, seminars	\$0.00	\$0.00	\$1,500.00	0%
Dues and memberships	\$0.00	\$0.00	\$0.00	0%
Faith development	\$446.65	\$975.66	\$6,035.00	16%
Facility maintenance/renovations	(\$143.09)	\$1,651.25	\$8,430.00	20%
Insurance	\$56.00	\$1,994.00	\$2,300.00	87%
Licensing Fees	\$59.17	\$2,428.79	\$900.00	270%
Pastoral call, moving, and installation exp	\$0.00	\$0.00	\$2,500.00	0%
Pastoral care	\$0.00	\$0.00	\$0.00	0%
Housing Allowance	\$2,300.00	\$28,900.00	\$27,600.00	105%
Professional Services (inc music supply)	\$925.00	\$9,700.00	\$9,200.00	105%
Staff & supply pastor travel	\$0.00	\$0.00	\$2,500.00	0%
Rent	\$1,960.00	\$22,895.00	\$21,520.00	106%
Supplies - Communications/Mkting	\$14.99	\$14.99	\$2,000.00	1%
Supplies - Operating	\$284.45	\$2,783.00	\$4,000.00	70%
Supplies - Worship	\$68.99	\$1,869.10	\$4,000.00	47%
Supplies - Other/Fellowship	\$52.76	\$477.18	\$0.00	0%
Telephone	\$13.60	\$328.11	\$1,500.00	22%
Tithing - Worldwide	\$0.00	\$522.32	\$0.00	0%
Tithing - Statewide	\$0.00	\$522.32	\$0.00	0%
Tithing - Local	\$254.00	\$4,816.38	\$6,000.00	80%
LCMC	\$0.00	\$300.00	\$0.00	0%
Contributions - Other	\$0.00	\$0.00	\$0.00	0%
Depreciation	\$429.73	\$5,156.04	\$0.00	0%
Total Expenses	<u>\$10,315.54</u>	<u>\$146,114.84</u>	<u>\$173,866.00</u>	84%
Excess (Deficiency) of Revenues Over Expenses	<u>\$2,115.24</u>	<u>(\$21,369.48)</u>	<u>(\$28,866.00)</u>	74%
Other Income (Grant Proceeds)	\$0.00	\$29,000.00	\$19,000.00	153%
Income (Loss) After grant proceeds	<u>\$ 2,115.24</u>	<u>\$7,630.52</u>	<u>\$ (9,866.00)</u>	
Excess (Deficiency) of Revenues Over Expenses without depreciation	<u>\$2,544.97</u>	<u>\$12,786.56</u>		



Resurrection Lutheran Church of Alpena				
General Fund - Statement of Revenues and Expenses				
Fiscal YTD as of June 30, 2021 & 2020				
			2020-2021	
		Current	Fiscal	2019-2020
		Month	Year - to - Date	Year
Revenues				
	Offerings	\$12,294.40	\$120,943.93	\$135,723.49
	In-Kind Offerings	\$74.17	\$3,175.17	\$2,930.81
	Interest Income	\$5.71	\$33.11	\$626.08
	Designated Gift/Fellowship	\$56.50	\$593.15	\$5,300.00
	Other Income	\$0.00	0.00	\$810.00
		\$12,430.78	\$124,745.36	\$145,390.38
Expenses				
	Wages	\$3,527.70	\$58,766.10	\$49,442.42
	Payroll taxes	\$39.78	\$1,530.21	\$3,782.42
	Benefits - health insurance	\$0.00	\$0.01	\$0.00
	Bank and financial services charges	\$25.81	\$484.38	\$545.04
	Conferences, conventions, seminars	\$0.00	\$0.00	\$1,096.00
	Dues and memberships	\$0.00	\$0.00	\$20.00
	Faith development	\$446.65	\$975.66	\$4,589.80
	Facility maintenance/renovations	-\$143.09	\$1,651.25	\$5,528.46
	Insurance	\$56.00	\$1,994.00	\$1,899.00
	Licensing Fees	\$59.17	\$2,428.79	\$1,376.60
	Pastoral call, moving, and installation	\$0.00	\$0.00	\$0.00
	Pastoral care	\$0.00	\$0.00	\$42.50
	Housing Allowance	\$2,300.00	\$28,900.00	\$1,000.00
	Professional Services	\$925.00	\$9,700.00	\$17,800.00
	Staff & supply pastor travel	\$0.00	\$0.00	\$3,817.99
	Rent	\$1,960.00	\$22,895.00	\$21,520.00
	Supplies - Communications/Mkting	\$14.99	\$14.99	\$305.00
	Supplies - Operating	\$284.45	\$2,783.00	\$2,402.37
	Supplies - Worship	\$68.99	\$1,869.10	\$3,541.24
	Supplies - Other/Fellowship	\$52.76	\$477.18	\$1,317.64
	Telephone	\$13.60	\$328.11	\$1,197.57
	Tithing - Worldwide	\$0.00	\$522.32	\$4,072.00
	Tithing - Statewide	\$0.00	\$522.32	\$4,072.00
	Tithing - Local	\$254.00	\$4,816.38	\$5,428.00
	LCMC	\$0.00	\$300.00	\$3,600.00
	Contributions - Other	\$0.00	\$0.00	\$0.00
	Depreciation	\$429.73	\$5,156.04	\$12,000.00
	Total Expenses	\$10,315.54	\$146,114.84	\$150,396.05
	Excess (Deficiency) of Revenues Over Expenses	\$ 2,115.24	(\$21,369.48)	(\$5,005.67)
	Grant Income	\$0.00	\$29,000.00	0.00
	Excess (Deficiency) of Revenues over Expenses after Grant Income	\$ 2,115.24	\$7,630.52	\$ (5,005.67)
	Excess (Deficiency) of Revenues Over Expenses without depreciation	\$ 2,544.97	\$12,786.56	\$6,994.33



Resurrection Lutheran Church of Alpena				
Feeding Kids Ministry - Statement of Revenues and Expenses				
Current Month and Fiscal YTD as of June 30, 2021				
			2020-2021	2019-2020
		Current	Fiscal	Fiscal
		Month	Year - to - Date	Year
Revenues				
	Offerings	\$2,852.60	\$37,064.55	\$25,972.15
	InKind Offerings	\$0.00	\$126.70	\$0.00
	Memorials and Other Donations	\$0.00	\$0.00	\$18,909.86
	Interest	\$1.67	\$11.95	\$154.51
	Other Income	\$0.00	\$0.00	\$0.00
		\$2,854.27	\$37,203.20	\$45,036.52
Expenses				
	Food - back pack program	\$0.00	\$21,185.06	\$20,776.29
	Food - Summer Program	\$572.71	\$3,264.77	\$5,179.45
	Wages	\$0.00	\$0.00	\$2,193.76
	Payroll taxes	\$0.00	\$0.00	\$167.82
	Bank and financial services charges	\$0.00	\$135.62	\$285.88
	Supplies - Communications/Mkting	\$0.00	\$0.00	\$0.00
	Supplies - Operating	\$0.00	\$1,386.17	\$1,390.09
	Supplies - Other	\$0.00	\$73.77	\$0.00
		\$572.71	\$26,045.39	\$29,993.29
	Excess (Deficiency) of Revenues over Expenses	\$2,281.56	\$ 11,157.81	\$15,043.23



Resurrection Lutheran Church of Alpena			
Statement of Revenues and Expenditures - Building Fund			
Current Month and Fiscal YTD as of June 30, 2021			
			2020-2021
		Current	Fiscal
		Month	Year - to - Date
Revenues			
	Offerings	\$20.00	\$220.00
	Memorials	\$0.00	\$0.00
	Interest income	\$0.16	\$1.42
		<u>\$20.16</u>	<u>\$221.42</u>
Expenditures			
		\$0.00	\$0.00
Excess of Revenues Over Expenditures			
		<u>\$20.16</u>	<u>\$221.42</u>

Resurrection Lutheran Church of Alpena			
Statement of Revenues and Expenditures - Good Samaritan Fund			
Current Month and Fiscal YTD as of June 30, 2021			
		Current	Fiscal
		Month	Year - to - Date
Revenues			
	Offerings	\$0.00	\$0.00
	Interest Income	\$0.01	\$0.06
	Other Income	\$0.00	\$0.00
		<u>\$0.01</u>	<u>\$0.06</u>
Expenditures			
		\$0.00	\$0.00
Excess of Revenues Over Expenditures			
		<u>\$0.01</u>	<u>\$0.06</u>