

Richland Lutheran Church

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Congregational Profile

OUR COMMUNITY: [Richland, Washington](#) is located at the confluence of the Columbia and Yakima Rivers in the south central part of the state. Richland is within Benton County and is one of the Tri-Cities, which also comprises Kennewick and Pasco.

As of April 1, 2009, the population of Richland was estimated at 47,410, according to the [Washington State Office of Financial Management, Forecasting Division](#). The racial makeup of the city was 89.55% White, 1.37% African American, 0.76% Native American, 4.06% Asian, 0.11% Pacific Islander, 1.85% from other races, and 2.31% from two or more races. Hispanic or Latino of any race was 4.72% of the population.

There were 15,549 households out of which 34.1% had children under the age of 18 living with them, 56% were married couples living together, 9.3% had a female householder with no husband present, and 31.3% were non-families. 27.2% of all households were made up of individuals and 9.4% had someone living alone who was 65 years of age or older. The average household size was 2.48 and the average family size was 3.02.

In the city the population was spread out with 27.2% under the age of 18, 7.5% from 18 to 24, 27.1% from 25 to 44, 25.4% from 45 to 64, and 12.8% who were 65 years of age or older. The median age was 38 years.

The median income for a household in the city was \$53,092, and the median income for a family was \$61,482. Males had a median income of \$52,648 versus \$30,472 for females. The per capita income for the city was \$25,494. About 5.7% of families and 8.2% of the population were below the poverty line, including 10.8% of those under age 18 and 5.6% of those of age 65 or over. Based on per capita income, Richland ranks 83rd of 522 areas ranked in the state of Washington.

According to [Demographics Now](#), in 2007, the educational attainment estimates of the population over the age of 25 in the Tri-Cities area was high school graduate (21.7%), some college but no degree (25.4%), associate degree (8.7%), bachelor degree (14.2%), and graduate degree (11.3%). Given the proximity of Richland Lutheran Church to the Hanford Site, it is likely that the percentage of advanced degrees is slightly higher than average for this particular congregation. Additional information about the Tri-Cities area is available through the local development council, [Tridec](#). The Tri-Cities has been ranked third in the nation as good place to make a [new start](#).

Original incorporation for Richland was in 1910, then claimed by the Federal government for the Manhattan Project in 1942, and incorporated as a First Class City in 1958. Though the focus on the Hanford Nuclear Reservation has shifted from plutonium production to environmental cleanup, some things remain consistent. The area continues to attract professionals with advanced degrees who place a high value on data collection, analysis, and risk reduction. Those same characteristics can be observed throughout the city, and to some extent, in the personality of Richland Lutheran Church.

OUR CHURCH: [Richland Lutheran Church](#) (RLC) held its first worship service as a National Lutheran Council mission at the Lewis and Clark Grade School on February 6, 1944, with 12 people present. The congregation was incorporated as Richland Lutheran Church on February 4, 1946, and applied for affiliation with the former Evangelical Lutheran Church. During this year of incorporation, the old edifice was dedicated following extensive remodeling of what had been the community Grange Hall. Pastor J. Milton Grimsrud served as our first pastor from 1944-51. Only six pastors have served as Senior or Lead Pastor at Richland Lutheran Church since 1944.

The first building fund canvass was conducted in 1953, a building committee was commissioned, and an architect selected. Land, with edifice, was purchased from the government in 1954 and the congregation approved the building concept design. The first phase of the education building (with temporary worship center) was constructed during 1956-57, leaving the second floor to be completed by the donated labor of RLC men. A new Church Planning Committee was commissioned during 1962. The architect was selected in 1963. The split-level addition to the education building was completed in 1965, and the new sanctuary was constructed in 1966-67. Though the congregation has not embarked on any major building projects since, it did a major renovation in 1998 and has in recent years acquired

properties adjacent to the current facility. The congregation adopted a [long range plan](#) a few years ago and expects to eventually develop those new properties for ministry enhancement.

Part of RLC's legacy in the community is the planting of new initiatives and ministries in the church and community. In particular:

- [Luther Senior Center](#) broke ground in 1968, a housing project for low-income seniors. The facility is still in existence and we continue to have a ministry presence there.
- Tri-Cities Chaplaincy, now known as [The Chaplaincy](#), was started by RLC in 1972. Originally incorporated and housed at the church, the focus was in pastoral counseling, particularly in the area of grief. The Chaplaincy is now a regional center for supplying chaplains in the community and administration of the local hospice program.
- [Good News Media Ministry](#) was founded in 1978 as a television ministry. *Good New Today* still airs every Sunday morning on the ABC affiliate stations in the Columbia Basin and Yakima Valley.
- The RLC Foundation was established in 1987 as an endowment for future ministries. Unlike other foundations, the RLC Foundation started with no money, and has accumulated about \$200K of which only the income generated is spent.
- RLC collaborated with several other churches in the Tri-Cities in the mid 1990s to establish [SEC Affordable Housing](#). The organization sponsors the development of affordable housing in one-bedroom apartments for independent very-low income seniors and for adults with developmental disabilities capable of living independently.

MINISTRY PRACTICES, STRUCTURE, AND FUTURE

MINISTRY PRACTICES: A new [constitution and bylaws](#) were adopted by the congregation in 2005. Those documents outline the five major ministries of RLC and the corresponding functions. Richland Lutheran Church focuses on five major areas of ministry as a means of fulfilling our mission to help people build strong, effective Christian lives with the resources of God's grace. The acronym of these ministry titles spells "owner". We believe members are ultimately responsible for ensuring the ministries to which God calls Richland Lutheran Church are accomplished. Each ministry is led by a staff person who works closely with other members to achieve congregational goals. The [Ministry](#)

[Primer](#) summarizes the current staffing configuration, council members, and ministry teams. The same information is available on the [RLC website](#). There is another publication called the [OWNER's Manual](#) which has specific information about servant opportunities in each ministry.

STRUCTURE: Eight people are elected to serve on the Congregation Council for two-year terms. Four terms expire every year, so the makeup of the Council is different every year. The role of the Congregation Council is policy making and the role of the staff is operations. No one on the Congregation Council has program oversight as a result of their election. The Carver model of governance is the form used by the Congregation Council. The Congregation Council works with and through the Lead Pastor to implement the goals of the congregation. An [annual ministry plan](#) is adopted by the Congregation Council every year, and the [ministry funding plan or budget](#) is approved by the Congregation. A more thorough understanding of the governance form can be found on the [Congregation Council website page](#) where policies and meeting minutes can be accessed.

FUTURE: A [Long-Range Plan](#) was approved at the annual congregational meeting in October 2007. Building on our mission, to help people build strong, effective Christian lives with the resources of God's grace, proposals for each specific ministry were established. In addition to the OWNER ministry goals, major projects for future development were identified. Specifically:

- Retreat center facilities and ministry
- RLC Preschool
- Ministry for people who are deaf or hard of hearing
- Expand/remodel facilities and parking

Progress has been made on the ministry for those who are deaf or hard of hearing, as well as the expansion and remodeling of facilities and parking. Though implementation of the plan has been met with some unforeseen factors such as the economy, associate pastor vacancy, and the decision to affiliate with a new church body, the congregation remains committed to the ministries outlined in the plan.

CONFIRMATION MINISTRY: The confirmation program at RLC is unique and successful. It is highlighted in this profile and at this point because it illustrates our belief that retreat-based ministry is a highly effective means for nurturing spiritual growth in youth and adults. Youth participate in a series

of retreats over the course of four years. During this time, they build relationships with fellow believers at the same time they are being prepared educationally and spiritually for the Rite of Confirmation. The numbers of youth remaining active in church after confirmation as a result of this program has been encouraging. [Additional information](#) about the topics covered is available on the website.

WORSHIP AND ATTENDANCE: The RLC worship schedule and styles vary. Communion is celebrated at all services.

- **Saturday Service, 5:00 PM:** An alternative for people who either prefer to worship on Saturday or are unable to on Sunday due to work or transportation issues. “Now the Feast” is the liturgy used at this service.
- **Sunday Service, 8:30 AM:** Traditional, liturgical worship
- **Sunday Service, 11:00 AM:** Blended worship, with traditional and contemporary music
- **Sunday Service, 5:00 PM:** Interactive and brief worship for families with young children

In the past, we have also offered a Thursday night worship time during the summer for people who plan to be out of town for the weekend.

Average Weekly Attendance

- 2009 – 410
- 2008 – 402
- 2007 – 421

MEMBERSHIP PROFILE:

1064 Local Members (those who live close enough to worship if they chose to plus post high school members who still maintain their membership with parents)

Ages of Members

0-9 -- 140	30-39 -- 101	60-69 -- 119	90-99 -- 17
10-19 -- 130	40-49 -- 104	70-79 -- 104	100+ -- 2
20-29 -- 146	50-59 -- 160	80-89 -- 75	Unknown Age -- 60

RLC STAFF: The RLC program staff consists of the Lead Pastor, Associate Pastor, Minister of Christian Education, Minister of Worship Arts, and the Director of Administration. The RLC supporting professional staff consists of the Pastor's Secretary, Church Secretary, Children's Education Assistant, Property Manager, Nursery Attendant, Accompanist, Associate Organist, and On-Call Maintenance Worker.

CONGREGATIONAL STRENGTHS:

Strengths:

- Friendly and welcoming
- Generous
- Children and youth ministries
- Educational offerings (depth/breadth)
- Prayer
- Music (Traditional)
- Worship
- Commitment to God's Word / Spiritual Maturity
- Small groups
- Men's Ministry
- Women's Ministry
- Willingness to tackle large projects
- Good News Media Ministry (local TV broadcast of worship)

Needs:

- Greater outreach to unchurched and those who are no longer attending
- Visitation
- Increased volunteerism among the congregation
- Connection to community immediately surrounding the church
- College-age ministry

PASTORAL SKILLS NEEDED IN THIS SETTING:

In addition to all the skills and gifts inherent in one called to ordained ministry, a passion for outreach ministry is absolutely essential. The ability to communicate in a contagious fashion to Richland Lutheran members why outreach ministry must be a priority is also a desirable skill. Fulfilling the Great Commission through local evangelism, community service, and foreign missions will require the person filling this position to be comfortable interacting with a wide variety of people at various stages in spiritual development. A non-judgmental attitude, tolerance for differences, and a commitment to exposing non-churched people to the Good News of Jesus Christ is indispensable.

ASSOCIATE PASTOR CALL PROCESS:

The following outline describes the process by which Richland Lutheran Church will seek to fill the position of Associate Pastor:

1. The congregation approves the members of the Call Committee.
2. The Call Committee prepares a packet of materials for potential candidates that include:
 - a. A congregational profile describing the Richland Lutheran Church and the Richland community
 - b. A job description
 - c. A list of materials to be submitted by a candidate
3. The Call Committee will:
 - a. Actively seek names of candidates including asking for input from congregational members, advertising in various media forums, utilizing the LCMC *Leadership Link*,

WordAlone *Clergy Connect* or other online services. Names of candidates may come from other sources not listed here.

- b. Ask for résumés from all pastors the Call Committee is potentially interested in interviewing.
 - c. Prayerfully determine which résumés seem to best match our specific needs/desires.
4. Phone interviews with the Call Committee and the Lead Pastor will then be used to narrow the number of candidates to bring in for a face-to-face interview.
 5. Once the list of candidates has been narrowed to those the Call Committee could reasonably consider recommending, references will be checked and thorough background checks made.
 6. The Call Committee will then arrange for the interviews at times when the whole committee will be present. Whenever a candidate is eliminated from the process, that person will be notified.
 7. For candidates brought in the interviews the following guidelines will be observed:
 - a. Richland Lutheran will pay for the travel expenses for the candidate and spouse to travel for the interview.
 - b. A confidential interview with the candidate will be held with the Call Committee and Lead Pastor.
 - c. The candidate will meet with the Congregational Council and other church staff.
 - d. The candidate will be expected to preach at a church service.
 - e. Before and/or after the interview an opportunity will be provided to get to know the community. Should the candidate have a spouse, the spouse will be invited to come to join in touring the community.
 8. A successful candidate must pass the background checks and be acceptable to the Lead Pastor. Prior to final candidate recommendation the Call Committee will confirm the candidate's continued interest in the position and review their salary requirements or expectations.

9. The Call Committee will then recommend a single candidate to the congregation. A special meeting of the congregation will be held to vote on the candidate.
10. If a call to the candidate is approved by the congregation, then the congregation, through the Congregational Council, will issue the formal call along with proposed compensation.
11. When the newly called pastor arrives, there will be an installation service.

CONTACT: call.committee@richlandlutheran.org