



faithful and obedient

2016 Ministry Plan and Funding Proposal

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PRESIDENT'S MESSAGE – GOD IS FAITHFUL- PART II

Last year in my message to you, I was filled with gratitude for the progress Richland Lutheran Church had made in the prior year and eagerly looked forward to completing more of the priorities I felt led to pursue when I became your President. This year my feelings are more mixed, knowing that while we have made progress together we still face significant changes.

We have experienced significant changes in our staff this year, some planned but more unplanned. At the end of last year Pastor Hogan's position on staff was eliminated as lay volunteers became available and trained to perform his visitation duties. We have been blessed to have Dave and Elaine remain a part of our congregation still ministering through Bible studies and sharing wisdom gained from decades of experience. In May, our Director of Administration, Debbie Stankovich, retired and moved to the west side of the state. But Debbie had prepared us for that day through her mentoring of Lisa Wiegand who is performing admirably in taking care of the business and personnel duties of the church. And finally, Joseph Farrar, our Director of Music and Worship, resigned this month to return to a position in a church in Florida. Council will be deliberating on how best to permanently provide support for the functions of this vacant position. We have been without a permanent Property Coordinator for over a year and have relied heavily on the leadership of Alan Hagensen and Larry Harrold, plus the support of many other volunteers, to maintain our facilities in working order.

We miss each of the staff members who have left us this year. I have attended the weekly staff meetings and had grown to appreciate each member for their dedication, wisdom, and their unique personalities. Council has used each vacancy to deliberately consider how most effectively to meet the needs of our ministries. So far we have been able to reduce our equivalent staffing by one full time equivalent person leading to less budget cost for staff and more funds available for ministry.

Changes to our facilities are another important consideration before the Congregation this year. The Facilities Building Committee has been working with an architectural firm to develop conceptual designs using input given by the Congregation on needs to further our ministries. Before the end of the year, the Congregation will be asked to decide how they would like to proceed. Any option will involve substantial costs and take years to complete.

Major changes in staffing and in facilities can be seen as threatening or an opportunity. But God will be faithful. This is His church and He will provide for what we need and give us guidance as we seek His will.

May God Bless You and Keep You,

Dave Larkin, President

PASTOR'S MESSAGE

Joshua 1:7-9 *“Be strong and very courageous. Be careful to obey all the law my servant Moses gave you; do not turn from it to the right or to the left, that you may be successful wherever you go. Keep this Book of the Law always on your lips; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful. Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.”*

We've come a long way! As I complete my fifth year here in ministry I am struck by the work God has done in, through and with us as we follow and serve Him. I'm also struck by the work which is still left to do.

In the above text from the beginning of the book of Joshua the Israelites have come a long way. They are forty years out of Egypt having wandered through the desert and stand now on the precipice of the Promised Land. However, there is still a long way for them to go. So God takes the opportunity to encourage them to keep their focus on Him, to be strong and courageous, not being afraid and discouraged.

He herein also reminds them how they might be successful in this endeavor. Namely they must, *“Be careful to obey all the law my servant Moses gave you; do not turn from it to the right or to the left, that you may be successful wherever you go. Keep this Book of the Law always on your lips; meditate on it day and night, so that you may be careful to do everything written in it.”* And do you see the promise here? It's easy to miss, *“Then you will be prosperous and successful.”*

I wonder if this text could also be applied to us, Richland Lutheran Church? Do we stand on the precipice of the so called “Promised Land?” Not literally but figuratively. Do we still have work to do though already we've come a long way? Are we encouraged to be strong and courageous not being afraid or discouraged? I certainly would like to think so.

I wonder what would happen if we heeded these words written to Israel? If we continued to make a deliberate and intentional effort to obey God's law, keep it on our lips, meditate on it day and night, doing everything written in it? Would God's promise to Israel also be our promise from Him? Would we then be prosperous and successful? What do you think? The next five years are sure to tell and I for one can't wait to see what God does in, through and with us as we continue to follow and serve Him!

Pastor Steve, Lead Pastor

RLC DAYS OF PRAYER AND PREPARATION

“At daybreak he departed and went into a deserted place. And the crowds were looking for him; and when they reached him, they wanted to prevent him from leaving them. But he said to them, ‘I must proclaim the good news of the kingdom of God to the other cities also; for I was sent for this purpose.’ So he continued proclaiming the message in the synagogues of Judea.”

-Luke 4:42-44

This text from Luke reminds us Jesus prayed before he made difficult and godly decisions. This little “prayer getaway” of Jesus happens right before he calls his first disciples. It is no coincidence Jesus went to his father in prayer before such a big decision. In this spirit of Jesus we too encourage you, member of RLC, to go to God in prayer before our annual congregational meeting. You can do this anytime and anywhere but to help some of you along we will have a “prayer room” set up in Pastor Steve’s old office behind the sanctuary. The prayer room will be open on Sunday, October 18, from 8 AM to 12 noon, Monday, October 19, through Friday, October 23, between 8 AM and 5 PM. On Saturday, October 24, it will be open from 4 PM until 7 PM, and on Sunday, October 25, from 8 AM until 12 noon.

Let us go to a deserted place and lift up our hearts and head before our father as we prepare for our annual meeting.

ANNUAL MEETING AGENDA

October 25, 2015

Call to Order / Establish Quorum Dave Larkin, Congregation President

Opening Prayer Pastor Corey Smith

Approval of Minutes

Annual Congregational Meeting October 26, 2014

Special Congregational Meeting August 30, 2015

Reports to the Congregation

Pastor's Overview of 2015

Pastor Steve Ernst, Lead Pastor

Financial Report

Rich Olsen, Finance Officer

Council Report

Dave Larkin, Congregation President

Facilities Building Committee

Russ Warren, Chair

Guide and Vision Revision

Joel Sorensen, Congregation Secretary

LCMC Gathering

Mot & Pam Hedges, RLC Delegates

Old Business

None

New Business

Election of Nominating Committee Members

Nominees: Dave Larkin, Ken Meek, and Pam Hedges

Election of Council Members

Nominees: Janet Budzeck, Member at Large; Rick Snyder, Finance Officer; Bob Thompson, President; and Sandy Steele, Vice President

Approval of New Congregation Mission Statement Pastor Steve Ernst, Lead Pastor

Presentation of 2016 Ministry Plan Pastor Steve Ernst, Lead Pastor

Adoption of Congregation 2016 Operating Budget

Adjournment

Closing Prayer Dave Larkin, Congregation President

2015 ANNUAL CONGREGATIONAL MEETING MINUTES

October 26, 2014

Call to Order/Establishment of Quorum:

- The meeting was called to order at 12:29 pm with 76 voting members in attendance. This exceeded the minimum quorum requirement (10% of the 451 members eligible to vote.)
- Pastor Corey Smith opened the meeting with prayer.

Approval of Previous Annual Meeting Minutes:

- Moved/Seconded/Passed (M/S/P) to accept the October 27, 2013 Annual Meeting minutes as submitted.

Reports to the Congregation:

- | | |
|---|---|
| • Pastor's Overview of 2014 | Pastor Steve Ernst, Lead Pastor |
| • Financial Report, Year-to-Date 2014
Officer) | Dave Larkin (for Rich Olsen, Finance |
| • 2014 Council Report | Dave Larkin, Congregation President |
| • Facilities Building Committee | Russ Warren, Chair |
| • "Guide and Vision" update | Sandy Steele, Congregation Vice President |

Old Business

Ratification of Approved Constitution Amendments

- M/S/P to approve the amendments as outlined in a separate file located at www.richlandlutheran.org.

New Business

Adoption of Proposed Constitution and Bylaw Amendments (Chapter 11, C.11.04.02 and C11.04.03)

- M/S/P to approve.

Election of Nominating Committee Members

- M/S/P to approve Karen Clark, Fred Kremmer and Alyce Thompson.

Election of Council Members

- M/S/P to elect the following nominees: Norm Gillette, Member at Large; Todd Maier, Member at Large; Sarah Hagensen, Member at Large; and Joel Sorensen, Secretary.

Presentation of the 2015 Ministry Plan – Steve Ernst, Lead Pastor

Adoption of the 2015 Operating Budget

- 2015 budget: \$837,000. M/S/P to approve as presented.

Funding of expenditure of \$30,000 (estimated) for Professional Third-Party Audit of 2014 Finances

- M/S/P to approve.

Discussion of Off-Site Retreat Center

- Further discussions to be scheduled at later date.

Adjournment

The meeting was adjourned at 2:49 pm.

Closing Prayer - Dave Larkin, President

Joel Sorensen,
Secretary

SPECIAL CONGREGATIONAL MEETING MINUTES

August 30, 2015

Call to Order /Establishment of Quorum/Meeting Purpose:

The Special Meeting was called to order at 11:45 am by Sandy Steele, Congregation Vice President, with 116 voting members in attendance. This exceeded the current quorum requirement of 44 (10% of the 434 congregation members eligible to vote.)

Ms. Steele opened the meeting with prayer.

Purpose: The sole purpose of the Special Congregation Meeting was to vote for either a “Remodel Design Concept” or a “Rebuild Design Concept” as the basis for continued development of Richland Lutheran Church’s Facilities Strategic Plan. Russ Warren, Chair of the Facilities Building Committee outlined the two options, answered questions, and provided the Committee’s recommendation which was to accept the “Rebuild” concept and members of the Facilities Building Committee entertained questions and comments from congregation.

It was moved, seconded and approved to proceed with a written vote, the result of which supported the Facilities Building Committee’s recommendation as follows: Rebuild Design Concept – 87 votes; Remodel Design Concept – 26 votes.

Pastor Ernst led the congregation in prayer and the meeting was adjourned by Ms. Steele at 12:54 pm.

Joel Sorensen,
Secretary

2016 FOCUS: FAITHFUL AND OBEDIENT

Revelation 2:10 *“Do not be afraid of what you are about to suffer. I tell you, the devil will put some of you in prison to test you, and you will suffer persecution for ten days. Be **faithful**, even to the point of death, and I will give you life as your victor’s crown.”*

1 Peter 1:14 *“As **obedient** children, do not conform to the evil desires you had when you lived in ignorance.”*

Sometimes we make following Jesus much more complex and complicated than it really needs to be, especially those of us who have made a vocation out of it. I know I do! God has been speaking to me in the last year guiding and directing my thoughts about faith and life. I’ve been asking our Lord the question, “What is the most important thing you desire of me?” Continually I hear from Him, “Be faithful and obedient.” I believe God has spoken clearly here and I’ve been making every effort, with God’s help, to live a life that is faithful and obedient.

As I think about our congregation the same question arises, “What is the most important thing you desire of us, Richland Lutheran Church?” In asking this question it is very easy to get caught up in less important things and make following Jesus together much more complex and complicated than it really needs to be. Do you want us to build new facilities? Do you want us to get by with what we have? Do you want us to start new programs? Do you want us to reach our neighbors? Do you want us to strengthen our members? Do you want us to change our worship services? Do you want us to reconfigure our staff? Do you want us to do new things? Do you want us to continue to do what we’ve always done before? Do you want us to focus on children and youth? Do you want us to focus on families? Do you want us to focus on seniors? The questions abound! These questions, and the many others like them, do have some place and importance but are these the foundational questions of faith and life here at RLC? Are these the questions to which we give the utmost importance? Frankly, I don’t think so.

I’ve come to believe; above all else, God wants us, in both life alone and life together, to be faithful and obedient. This year we will work together to discover what this really means and how we might do it better in both faith and life. I look forward to how God will reveal himself to us and bless us as we get back to the basics of following Jesus through faith and obedience. I am confident He will!

Pastor Steve

RLC CORE VALUES

We value **spirituality** and spiritual things (having to do with things of the spirit and spiritual nature) as opposed to temporal, earthly, or human things.

Colossians 3:1-5 -- “So if you have been raised with Christ, seek the things that are above, where Christ is, seated at the right hand of God. Set your minds on things that are above, not on things that are on earth, for you have died, and your life is hidden with Christ in God. When Christ who is your life is revealed, then you also will be revealed with him in glory. Put to death, therefore, whatever in you is earthly.”

We value **love** in the way we relate to and interact with God and others.

Luke 10:27 -- “You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbor as yourself.”

We value **truth** and honesty spoken and lived in a loving environment

Ephesians 4:25 -- “So then, putting away falsehood, let all of us speak the truth to our neighbors, for we are members of one another.”

We value **accountability** between one-another when done with care, trust, and respect

Galatians 6:1-2 -- “My friends, if anyone is detected in a transgression, you who have received the Spirit should restore such a one in a spirit of gentleness. Take care that you yourselves are not tempted. Bear one another’s burdens, and in this way you will fulfill the law of Christ.”

We value **integrity** in all we become and do.

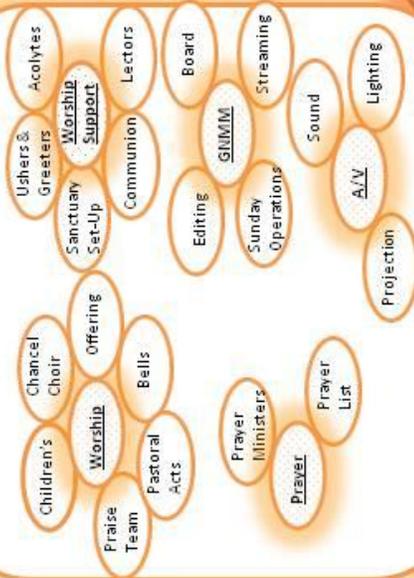
Titus 2:6-8 -- “Likewise, urge the younger men to be self-controlled. Show yourself in all respects a model of good works, and in your teaching show integrity, gravity, and sound speech that cannot be censured; then any opponent will be put to shame, having nothing evil to say of us.”

MINISTRY MATRIX

You may recall, the 2014 ministry plan focus was “Becoming and Living as a Royal Priesthood.” What this means is God has called and ordained Richland Lutheran Church to make Christ’s name known and advance His Kingdom here in Richland, the Tri-Cities, and beyond. In order to effectively and efficiently fulfill this call, every person at Richland Lutheran must be involved in ministry and mission. Without every person’s help we will fall short of God’s intended plan for us. This is still true for 2015 and beyond.

A few months ago, the staff and council worked up the Ministry Matrix to better organize and structure our ministry to accomplish our goals and objectives. You’ll find it on the next page.

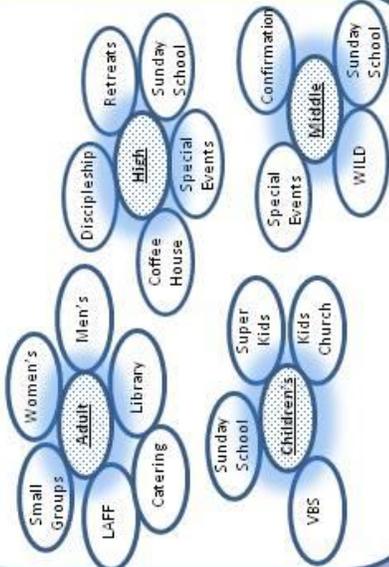
WORSHIP



Steve Ernst
Joanne Woehle
Todd Maier
Joel Sorensen

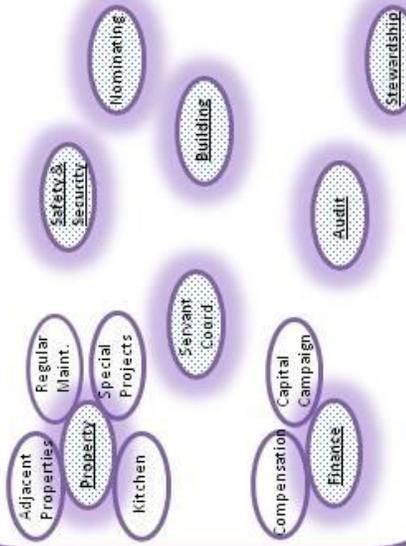
Corey Smith
Jenny Page
Sarah Hagensen
Mike Strasburg

SPIRITUAL TRANSFORMATION



CHRIST

BIBLICAL STEWARDSHIP



Steve Ernst
Lisa Wiegand
TBD
TBD

CHRISTIAN SERVICE



RICHLAND LUTHERAN CHURCH GUIDE AND VISION (LONG RANGE MINISTRY PLAN) OBJECTIVES

Provide Opportunities for Spiritual Transformation

“Richland Lutheran Church is a congregation where God’s Word is the authority in faith and life and where people grow in their love for God.”

Develop Christ-Following Leaders

“Richland Lutheran Church is a congregation that nurtures Christ-centered leaders who are called by the Holy Spirit to serve His Church.”

Extend Missions

“Richland Lutheran Church is a congregation where every person loves others as Christ loves us.”

Worship God with Praise and Thanks

“Richland Lutheran Church is a congregation that praises and glorifies the Triune God through worship services that proclaim the love of Christ through Word and the Sacraments.”

Expand Evangelism Efforts

“Richland Lutheran Church is a welcoming congregation that is purposeful and deliberate in sharing the Gospel of Jesus Christ.”

Use Our Resources to Advance God’s Kingdom

“Richland Lutheran Church is a congregation that makes effective use of the resources provided by God to support His work.”

RICHLAND LUTHERAN CHURCH GUIDE AND VISION UPDATES

The Richland Lutheran Congregation Council at their meeting on August 11, 2015, approved a revision of the Guide & Vision that consists of the following changes:

- **Objective 2, “Equipping Culture”** – Add bullet **“Make a deliberate effort, such as internships, to train and encourage our next generation of leaders.”**
- **Objective 5, “Use of electronic media”** – Add bullet **“Ensure our church’s website meets the ongoing ministry needs of our congregation.”**
- **Objective 6, “Financial”** – Revise first bullet to read, **“Increase the percentage of the annual operating budget delegated to benevolence as an act of faith, with a goal to return to at least 12% by 2018.”**
- **Objective 6, “Facilities”** – Delete first bullet, will have been completed during 2015.

Worship Ministry

Richland Lutheran Church is a congregation that praises and glorifies the Triune God through worship services proclaiming the love of Christ through God's Word and the Sacraments.

Ministry Lead: Pastor Steve Ernst, Lead Pastor

Ministry Assistant: Joanne Woehle

Council Partners: Todd Maier, Joel Sorensen

THE WORSHIP MINISTRY TEAM provides meaningful corporate worship by assisting the Director of Music and Worship in the coordination of music-related worship functions. Under the leadership of the Director of Music and Worship, the team assists with the implementation of the annual ministry plan tasks and equips, empowers, and encourages every member to grow in their personal worship of Jesus Christ.

Regular functions of this team include but are not limited to:

- ◇ Develop and maintain the Chancel Choir, contemporary praise team, bell choir, recorders ensemble, the Back Row Choir, instrumentalists, and other special music ensembles
- ◇ Maintain the congregation's instruments, sheet music, robes, and any other items used by musicians in worship
- ◇ Provide for special cantatas at Christmas and Easter

Tasks for 2016 include:

- ◇ Begin or strengthen handbell program by third quarter or sooner.
- ◇ Begin a week long summer arts program for children focusing on the disciplines of Music, Movement, Art and Drama (MMAD Week)
- ◇ Add one second choir anthem per month at the Offertory at the 8:30 service. Implement a system of volunteer soloists and small ensembles to fill that slot at least two other Sundays a month
- ◇ Add special music at the 5:00 Saturday service
- ◇ Implement Planning Center across all worship ministries

Team Leaders: Sue Meek, Susie Nunamaker

Team Members: Jim Honeyman, Zemmie Iedema

THE WORSHIP MINISTRY SUPPORT TEAM supports congregational corporate worship by assisting the Director of Music and Worship in coordination and scheduling of worship support teams. Under the leadership of the Director of Music and Worship, the team assists with the implementation of the annual ministry plan tasks and equips, empowers, and encourages every member to assist in corporate worship of Jesus Christ.

Regular functions of this team include but are not limited to:

- ◇ Ensure lay people are trained and scheduled for all worship services as ushers, greeters, acolytes, lectors, and communion assistants
- ◇ Recruit, train and maintain leaders and team members for the Altar Guild, communion set-up, wedding, and sanctuary decorations teams

Tasks for 2016 include:

- ◇ Recruit a Team Leader by the end of the first quarter
- ◇ Recognize and commission worship support participants

Team Leader:

Team Members: Charles Davis (communion assistants), Sara Gillette (greeters), Carleen Lust (weddings), Sue Meek (flowers/baptism setup/décor), Rick Nunamaker (communion setup), Judy Riggers (lectors), Dawn Salyer (acolytes), Judy Schroeder (Altar Guild), Jim Peterson (8:30 ushers), _____(11:00 ushers), _____(Children's Church)

THE AUDIO/VISUAL (A/V) MINISTRY TEAM maintains and continually improves the audio and visual capabilities needed to facilitate corporate worship. Under the leadership of the Director of Music and Worship, the team assists with the implementation of the annual ministry plan tasks and equips, empowers, and encourages every member to serve in this ministry.

Regular functions of this team include but are not limited to:

- ◇ Evaluate and make appropriate recommendations to the Council for yearly maintenance and upgrades of A/V equipment
- ◇ Coordinate A/V ministry with Good News Media Ministry (GNMM) to optimize both ministries' needs

Tasks for 2016 include:

- ◇ Set up in-house production studio
- ◇ Produce in-house video content for website/video bulletin board
- ◇ Install sound equipment in music area

Team Leader: Bob Thompson

Team Members: Seth Thompson, Mike Schwarz, Tracy Kissire, Mike Bettinson, Jim Moran

THE GOOD NEWS MEDIA MINISTRY (GNMM) TEAM proclaims the good news of salvation by grace alone through faith in Jesus Christ through television and other media. Under the leadership of the Director of Music and Worship, GNMM provides a regular weekly broadcast of *Good News Today* and other offerings to make Jesus Christ known and advance God's kingdom.

Regular functions of this team include but are not limited to:

- ◇ Ensure lay people are trained and scheduled for all worship services as sound board, camera, and console operators
- ◇ Provide weekly program to KVEW
- ◇ Provide, when necessary, other taping of regular or special worship services
- ◇ Conduct fund-raising events to ensure solvency of the organization
- ◇ Operate as the governing board of this not-for-profit ministry

Tasks for 2016 include:

- ◇ Have an outside consultant bring ideas for improving the sound, quality and production values of our television program.
- ◇ Publicize the online presence to community and members

Team Leader: Rick Budzeck, President

Team Members: _____ (sound board operators),
Mike Schwartz (camera and console operators)

THE PRAYER MINISTRY TEAM provides regular prayer for and with the congregation at regular services and special activities. Under the leadership of the Director of Music and Worship, the team assists with the implementation of the annual ministry plan tasks and equips, empowers, and encourages every member to grow in their prayer life and worship of Jesus Christ.

Regular functions of this team include but are not limited to:

- ◇ Arrange Lenten prayer vigil
- ◇ Pray weekly through the Richland Lutheran Church prayer list and yellow slips
- ◇ Maintain prayer lists and requests
- ◇ Equip, empower, and encourage all members of Richland Lutheran to practice the spiritual discipline of prayer
- ◇ Provide for prayer ministers to be available to pray with folks following each of our worship services
- ◇ Provide assistant ministers for all three worship services

Tasks for 2016 include:

- ◇ Provide an adult education class on prayer, fasting, and/or spiritual warfare
- ◇ Plan a Lent or Advent prayer conference

Team Leader: Elaine Keyes

Team Members: Doris Barchet, Valerie Silva, Sara Gillette, Mot Hedges, Pam Hedges

Spiritual Transformation Ministry

Richland Lutheran Church is a congregation where God's Word is the authority in faith and in life and where people grow in their love for God. The Spiritual Transformation ministry assists the congregation in promoting spiritual transformation and growth of its members through classes, programs, small groups, and other offerings which enable them to understand, apply, and confess God's Word in everyday life.

Ministry Lead: Pastor Corey Smith, Associate Pastor

Ministry Assistant: Jenny Page

Council Partners: Sarah Hagensen, Mike Strasburg

THE CHILDREN'S MINISTRY TEAM provides solid Christian teaching and training for the spiritual growth and development of children ages three through fifth grade. Under the leadership of the Associate Pastor and the Ministry Assistant for Spiritual Transformation, the team assists with the implementation of the annual ministry plan. The team also develops, organizes, implements, and maintains classes, programs, events and other offerings which help children grow in faith and life.

Regular functions of this team include but are not limited to:

- ◇ Providing for regular children's programs; Sunday school, mid-week SuperKids, yearly vacation Bible school, and annual Christmas program
- ◇ Intentionally seeking and developing leaders for each of the children's ministry programs
- ◇ Promote our ministries as outreach to our neighborhood by regular mailings, flyer distribution, word of mouth and the like

Tasks for 2016 include:

- ◇ Consider and develop methods to reach the families of RLC to encourage more participation from the children and adults
- ◇ Continue to develop lay leaders and teams for each of the Children's Ministry programs (Objective 2)
- ◇ Provide a special neighborhood outreach event in the fall/winter
- ◇ Evaluate the effectiveness of the existing midweek ministry and look at possible changes
- ◇ Look into the possibility/feasibility of an intern program

Team Leader: Jenny Page

Team Members: Dawn Salyer (SK, VBS), Karen Clark (SS, SK, VBS), Andy Clark (SK), Amanda Kissire (VBS, SS), Valerie Bettinson (Christmas Program), Sarah Hagensen (VBS, SK, SS), Ellie Page (VBS)

THE MIDDLE SCHOOL MINISTRY TEAM assists middle school youth in their spiritual growth and participation in ministry and their outreach to peers. Under the leadership of the Associate Pastor, the team assists with the implementation of the annual ministry plan. The team also develops, organizes, implements, and maintains classes, programs, events and other offerings which help middle school youth grow in faith and life.

Regular functions of this team include but are not limited to:

- ◇ Conduct weekly middle school programs
- ◇ Design and produce special events and activities
- ◇ Conduct the Confirmation program
- ◇ Continue to develop the adult leadership of midweek and confirmation ministries by providing opportunities for leaders to lead, meeting regularly to discuss leadership issues and delegating program elements to lay leaders

Tasks for 2016 include:

- ◇ Launch a revamped midweek or weekly ministry
- ◇ Continue to find ways to encourage participation from the youth and adults of the congregation
- ◇ Provide for a 'Confirmation Training' for parents of confirmands
- ◇ Look into the possibility of offering a youth sports program

Team Leader: Ellie Page

Team Members: Jon Page, Jack Page, Woody Page, Ryan Warren, Zeke Ernst, Drew Snyder

THE HIGH SCHOOL MINISTRY TEAM assists high school youth in their spiritual growth and participation in ministry and their outreach to peers. Under the leadership of the Associate Pastor, the team assists with the implementation of the annual ministry plan. The team also develops, organizes, implements, and maintains classes, programs, events and other offerings which help high school youth grow in faith and life.

Regular functions of this team include but are not limited to:

- ◇ Conduct weekly high school programs
- ◇ Design and produce special events and activities (beach trip, mission trips, outreach events)
- ◇ Encourage students to take a more active role in congregational service by highlighting opportunities, serving together and teaching the values and benefits of Christian service

Tasks for 2016 include:

- ◇ Recruit a lay team leader (if not established in 2015)
- ◇ Provide a Fall/Winter retreat
- ◇ Recruit a Discipleship Team Leader
- ◇ Have the youth take a more active role in congregational activities/ministries

Team Leader: Corey Smith

Team Members: Heidi Dagle, Jon Page, and Kelly Westlund

THE ADULT MINISTRY TEAM promotes learning opportunities for adults that aid in applying God's Word to life, emphasizing loving spiritual relationships and providing tools leading to spiritual transformation. Under the leadership of the Associate Pastor, the team assists with the implementation of the annual ministry plan. The team also develops, organizes, implements, and maintains classes, programs, events and other offerings which help adults grow in faith and life.

Regular functions of this team include but are not limited to:

- ◇ Plan and provide adult education programs
- ◇ Provide support for Men's and Women's Ministries including special events and regularly scheduled gatherings
- ◇ Provide between-services Bible studies and spiritual growth programs
- ◇ Provide daytime and evening Bible studies and spiritual growth programs
- ◇ Provide support for our senior's ministries
- ◇ Provide quality resources in our church library

Tasks for 2016 include:

- ◇ Provide opportunities for spiritual transformation through offerings such as Bible studies, small groups, book studies, sermon series, retreats, etc. (Objective 1)
- ◇ Continue to increase the number of members involved in "formal" small groups
- ◇ Explore options for relevant ministries to men and women of the 21st century that includes men and women of all ages
- ◇ Continue to provide a wide offering of times/places for Bible study and fellowship that corresponds to where people are at in their faith maturity
- ◇ Plan an adult retreat
- ◇ Train members for discipling others where they are at
- ◇ Begin an education opportunity for our members at the Saturday night service
- ◇ Recruit a lay team leader

Team Leader:

Team Members: Mike Strasburg, Sarah Hagensen, Jenny Page

Christian Service Ministry

Richland Lutheran Church is a welcoming congregation where every person loves others as Christ loves us and is purposeful and deliberate in sharing the Gospel of Jesus Christ.

Ministry Lead: Pastor Steve Ernst, Lead Pastor

Ministry Assistant: Kelly Westlund

Council Partners: Norm Gillette, Sandy Steele

THE OUTREACH MINISTRY TEAM is responsible for three specific, but related ministries: Local Evangelism, Community Service, and Missions. Local Evangelism 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. Community Service demonstrates Christian love by meeting needs of people in our community. Mission encourages awareness and support of mission work outside our community, both in the United States and abroad. Under the leadership of the Lead Pastor, the Outreach Ministry Team assists with the implementation of the annual ministry plan, develops, organizes, implements, and maintains classes, programs, events, mission trips, and other offerings which help RLC make disciples of all nations.

Regular functions of this team include but are not limited to:

- ◇ Provide welcome bags to extend a warm RLC welcome to visitors and guests
- ◇ Provide personal evangelism and outreach training to equip, empower and encourage RLC ministries such as visitation, new members, faith community health, etc.
- ◇ Continue to promote and conduct a monthly worship service at the Union Gospel Mission, Pasco
- ◇ Provide for an annual neighborhood block party to demonstrate the love of Jesus to our neighbors (objective 5, task 1, bullet 1)
- ◇ Participate in multiple workdays to serve our community in an effort to demonstrate the love of Jesus
- ◇ Continue work with 2nd Harvest Food Bank offering community food distribution from RLC campus
- ◇ Provide reading tutor support to Jefferson Elementary School to actively support our school system and children who need extra help and to demonstrate the love of Jesus
- ◇ Communicate outside community service opportunities to RLC folks (objective 5, task 1, bullet 3)

- ◇ Assist the mission work in Mafraq, Jordan to help sustain the past work of RLC (objective 5, task 6)
- ◇ Provide recommendations to the Congregation Council for the benevolence giving of RLC

Tasks for 2016 include:

- ◇ Organize and send a team with EEMN to Holy Jakob in Estonia (objective 5, task 6 and/or objective 3, task 2, bullet 3)
- ◇ Support 2nd Harvest Food 2 Go lunch program at Jefferson Elementary (objective 5, task 1, bullet 2 and/or objective 3, task 2, bullet 2)
- ◇ Follow up on Convoy of Hope event (objective 3, task 2, bullet 2)
- ◇ Explore electronic reader board options to better communicate ministry activities to the congregation and community (objective 5, task 5)
- ◇ Invite more outside groups to share how their ministries work and how they use the benevolence gifts we send them (objective 6, task 1, bullet 2)
- ◇ Put together a booklet explaining where our benevolence dollars go (objective 6, task 2, bullet 2)

Team Leader: Ann Brandes

Team Members: Judy Riggers, Val Silva, Lois Harrold, Kelly Westlund

THE NEW MEMBERS MINISTRY TEAM welcomes, informs, and integrates new members into the life and ministry of RLC. Under the leadership of the Lead Pastor, the team assists with the implementation of the annual ministry plan, develops, organizes, implements activities which help new members assimilate into congregational life.

Regular functions of this team include but are not limited to:

- ◇ Provide meals at new member orientations
- ◇ Run and regulate the new member shepherd program
- ◇ Provide for annual new member re-connect and celebration
- ◇ Provide the new member newsletter

Tasks for 2016 include:

- ◇ Hold an RLC shepherds orientation and training
- ◇ Recruit more team members (objective 6, task 2, bullet 2 and/or 3)
- ◇ Deliberately develop leaders from within the team to “pass the baton”

Team Leader: Sandy Steele

Team Members: Fred Kremmer, Susie Nunamaker

THE FAITH COMMUNITY HEALTH MINISTRY TEAM promotes health and wellness of congregation members. Under the leadership of the Lead Pastor, the team assists with the implementation of the annual ministry plan, develops, organizes, implements, and maintains classes, programs, events and other offerings which promote the health and wellness of RLC people.

Regular functions of this team include but are not limited to:

- ◇ No established regular functions due to reorganization of team.

Tasks for 2016 include:

- ◇ Organize four education events
- ◇ Get 10 people signed up for CPR class
- ◇ Meet with three other Faith Community professionals in local churches in the Tri-Cities for program resources and ideas (objective 3, task 2, bullet 2)
- ◇ Establish a FCHM space/location
- ◇ Obtain a comprehensive list of scriptures relating to healing, illness, and whole-person care
- ◇ Provide resource library for congregation, both electronic and paper

Team Leader:

Team Members: Diane Bonin, Patty Newton, Laurel Palmblad, Jane Wilcox, Kristi Apgar

THE VISITATION MINISTRY TEAM extends care and companionship as ministers of the Gospel of Jesus Christ to those unable to attend RLC regularly. Under the leadership of the Lead Pastor responsible for Christian Service ministry and the Associate Pastor responsible for visitation, the team assists with the implementation of the annual ministry plan, and develops and maintains teams of people to assure all areas of visitation are provided for.

Regular functions of this team include but are not limited to:

- ◇ Develop continued informal and formal training programs for visitation ministers (objective 3, task 1, bullet 2)
- ◇ Continue to maintain the visitation database
- ◇ Regularly identify and recruit visitation ministers

Tasks for 2016 include:

- ◇ Develop and implement deliberate visitation of new members in coordination with RLC shepherds
- ◇ Provide a deliberate process to request visitation (objective 3, task 1, bullet 1)
- ◇ Hold regular gatherings of visitation ministers for mutual support and encouragement (objective 3, task 1, bullet 2)
- ◇ Develop a cooperative relationship with Faith Community Health ministry team (objective 3, task 1, bullet 5)

Team Leader: Norm Gillette

Team Members: Pastor Steve, Pastor Dave Hogan, Kelly Westlund

Visitation Ministers: Zemmie Iedema, Warner Blyckert, Erlan Leitz, Jan Leitz, Pam Hedges, Norm Gillette, Sara Gillette, Tom Frislie, Jeri Frislie, Peggy Pilger, Rob Barr, Kathy Barr, Susan Schmieman, Carleen Lust, Ted and Joy Stuenkel,

Spiritual Caregivers: Dave Brandes, Norm Gillette, Kris Mitchell, Susan Schmieman

BIBLICAL STEWARDSHIP MINISTRY

Richland Lutheran Church is a congregation that makes effective use of the resources provided by God to support His work.

Ministry Lead: Steve Ernst, Lead Pastor

Ministry Assistant: Lisa Wiegand

Facilities Coordinator: Andrew Ling

Council Partners: TBD

THE FINANCE MINISTRY TEAM provides the Congregation Council with financially-sound recommendations for safeguarding and maximizing congregational assets. The team assists with the implementation of the annual ministry plan, and continuously improves the financial integrity of congregational assets.

Regular functions of this team include but are not limited to:

- ◇ Monitor overall financial picture of Richland Lutheran Church
- ◇ Continuously improve financial integrity with ongoing review of policies and compliance
- ◇ Continuously inform the congregation of the financial status
- ◇ Work together with Staff and Congregation Council in preparing the annual Ministry Funding Budget by August of every year.
- ◇ Continuously monitor Richland Lutheran Church's investments
- ◇ Implement the approved recommendations of the audit committee

Tasks for 2016 include:

- ◇ Work intentionally to transition from an individual responsibility to a "team approach" when monitoring the RLC Investments in order to prevent unnecessary overload for any one individual
- ◇ Work in partnership with the Building committee and those responsible for the Capital Campaign to help assure the appropriate funds are collected and available for distribution when applicable

Team Leader: TBD, Finance Officer

Team Members: Loren Schmid, Gary Weible, Lisa Wiegand, Michelle Clary (advisory)

THE PROPERTY MINISTRY TEAM safeguards the belongings of RLC providing for timely repair, maintenance, and replacement of church property. The team assists with the implementation of the annual ministry plan, and equips, encourages, and empowers congregational members to effective stewardship of our property and grounds.

Regular functions of this team include but are not limited to:

- ◇ Oversee property and grounds in partnership with the Facilities Coordinator
- ◇ Evaluate options for major improvements to plant and equipment in support of updating the RLC Strategic Plan
- ◇ Continue to develop and implement an effective system to accomplish maintenance tasks needing attention
- ◇ Under the direction of the Facilities Coordinator, complete regularly scheduled Preventative Maintenance
- ◇ Provide for safety with regular safety walks, provisions for Christmas Eve and special services, preparation for inclement weather, and so forth
- ◇ Develop resources to integrate into various ministries to encourage a culture of safety and security

Tasks for 2016 include:

- ◇ Provide a congregation-wide work day where volunteers can assist with clean-up and maintenance tasks - a list will be compiled by the Property Team, lunch provided, and resources available

Team Leaders: Alan Hagensen, Larry Harrold

Team Members: Rich Barchet, Bill Bishop, Ryan Ciolli, Karen Clark, Jan Conley, Jason Corning, Justin Destito, Wally Hendrickson, Nancy Jewell, Dave Johnson, John Lesser, Dan Morris, Bill Peterson, Betty Quinn, Felix Quinn, Jeff Pilger, Don Salyer, Don Schmid, Loren Schmid, Tammy Schloss, Mike Schroeder, Patrick Schroeder, Henry Solbrack, Laura Stevens, Norm Stout, Joe Sundal, Dave Wunschel.

THE STEWARDSHIP MINISTRY TEAM leads the congregation to a culture of extravagant generosity and true, biblical stewardship. The team assists with the implementation of the annual ministry plan, and provides ongoing opportunities for the congregation to grow in this particular spiritual discipline.

Regular functions of this team include but are not limited to:

- ◇ Creating and implementing the annual stewardship emphasis
- ◇ Educating the congregation about opportunities for extravagant generosity
- ◇ Provide ongoing opportunity for Financial Peace University
- ◇ Work in partnership with the Building committee and those responsible for the Capital Campaign to help assure the appropriate funds are collected and available for distribution when applicable

Tasks for 2016 include:

- ◇ Work with the Servant Coordination team to get more people involved in serving our Lord
- ◇ Put together a 3 – 5 year strategic plan to increase the congregation-wide giving of time, talent, and treasure. In-turn, also increase Richland Lutheran Church's outgoing benevolence
- ◇ Recruit a lay team leader

Team Leader:

Team Members:

THE SERVANT COORDINATION MINISTRY nurtures Christ-centered leaders who are called by the Holy Spirit to serve His Church. Under the leadership of the Lead Pastor, the team assists with the implementation of the annual ministry plan, develops, organizes, implements, and maintains classes, programs, events and other offerings which help identify members' gifts and interests, and facilitates their involvement in various ministries.

Regular functions of this team include but are not limited to:

- ◇ Continue to develop and implement processes and methods for people to connect to the vision and mission of Richland Lutheran Church
- ◇ Maintain and update the church-wide volunteer data base
- ◇ Work with the congregation council and staff to fill vacant ministry team positions

Tasks for 2016 include:

- ◇ Further develop course work, correspondence courses, retreats and seminars to help members and regular attendees find their spiritual gifts, passion, and place in ministry at Richland Lutheran Church.
- ◇ Work with the New Members Ministry Team to help new members find their place in ministry at Richland Lutheran Church as they join our congregation.

Team Leaders: Sandi Edgemon and Ginnette Ernst

Team Members:

CONGREGATION COMMITTEES MINISTRY

THE AUDIT COMMITTEE shall evaluate the financial records of the congregation to ensure financial activity has been properly recorded in accordance with generally accepted accounting principles and the congregation's policies and procedures.

Tasks for 2015 include:

- ◇ Perform a financial audit of the 2015 church finances performed by a professional accounting firm by the end of the second quarter of 2016

Team Leader: Rich Barchet

Team Members: Jon Erlandson, Debbie Maier

THE FACILITY BUILDING COMMITTEE is responsible for the development and implementation of a Congregation-approved plan to modify church facilities and buildings to better support the ministries of Richland Lutheran Church.

Tasks for 2016 include:

- ◇ If approved by the Congregation then develop a contract for developing construction drawings by the end of the first quarter of 2016 and begin fundraising to pay for the drawings
- ◇ Complete construction drawings and construction cost estimate by the end of 2016

Team Leader: Russ Warren

Team Members: Dave Larkin, Jon Erlandson, Steve Moritz, Eric Schmieman, Tom Pitkin, Karin Nickola

MINISTRY FUNDING PROPOSAL

	2015 Budget	2016 Proposal
<u>Worship</u>		
Worship		
Worship	\$ 11,250	\$ 12,550
TOTAL Worship	\$ 11,250	\$ 12,550
<u>Spiritual Transformation</u>		
Spiritual Transformation		
Consumable Supplies	\$ 1,500	\$ 1,200
Membership	\$ 300	\$ 500
Wednesday Dinner	\$ 600	\$ 1,000
Children's Ministries	\$ 5,250	\$ 5,550
Middle School Ministries	\$ 3,000	\$ 3,800
High School Ministries	\$ 5,525	\$ 5,100
Adult Ministry	\$ 1,000	\$ 1,000
Men's Ministry	\$ 500	\$ 1,350
Women's Ministry	\$ 750	\$ 1,200
Senior Ministry	\$ -	\$ 100
Parish Health Ministries	\$ 250	\$ -
TOTAL Spiritual Transformation	\$ 18,675	\$ 20,800
<u>Christian Service</u>		
Christian Service		
Basic Beliefs	\$ -	\$ -
Community Service/FCH	\$ 600	\$ 1,500
Missions	\$ 500	\$ -
Neighborhood Ministry	\$ 3,000	\$ 3,850
New Members	\$ 1,000	\$ 1,350
Communications	\$ 3,650	\$ 3,100
Visitation	\$ -	\$ 1,250
TOTAL Christian Service	\$ 8,750	\$ 11,050

Biblical Stewardship

Resources

Property	\$ 104,287	\$ 138,325
Stewardship	\$ -	\$ 1,700
Operations	\$ 20,385	\$ 20,095
Safety	\$ 5,070	\$ 5,845
Servant Coordination	\$ 500	\$ 1,500
TOTAL Resources	\$ 130,242	\$ 167,465

Council

Salaries & Benefits	\$ 583,983	\$ 498,935
Other	\$ 2,000	\$ 2,000
Contingency	\$ 6,000	\$ -
TOTAL Council	\$ 591,983	\$ 500,935

Benevolence

	\$ 76,100	\$ 79,200
TOTAL Benevolence	\$ 76,100	\$ 79,200
TOTAL BUDGET	\$ 837,000	\$ 792,000

MINISTRY FUNDING PROPOSAL DETAILS

	BUDGET ITEM	2015	2016	NOTES
<i>Worship</i>				
	A/V Equipment	\$ 500	\$ 500	
	Children's Church	\$ 50	\$ 100	
	Communion Supplies	\$ 1,000	\$ 1,000	
	Copyright License	\$ 750	\$ 750	
	Flowers/Decorations	\$ 1,000	\$ 1,000	
	Instrument Maintenance	\$ 1,800	\$ 1,800	
	Music Supplies	\$ 2,900	\$ 3,900	
	Robe Maintenance			
	Nursery	\$ 250	\$ 250	
	Worship Supplies	\$ 3,000	\$ 3,250	
	Worship	\$ 11,250	\$ 12,550	
<i>Spiritual Transformation</i>				
	Consumable Supplies	\$ 1,500	\$ 1,200	
	Membership	\$ 300	\$ 500	
	Wednesday Dinner	\$ 600	\$ 1,000	
	Children's Ministry	\$ 5,250	\$ 5,550	
	Sunday School		\$ 2,200	
	Bibles		\$ 250	
	Super Kids		\$ 300	
	Vacation Bible School		\$ 2,800	
	Middle School Ministry	\$ 3,000	\$ 3,800	
	Parent Confirmation Instruction		\$ 50	
	Retreats		\$ 3,600	
	Wild		\$ 150	
	High School Ministry	\$ 5,525	\$ 5,100	
	H/S Other		\$ 400	
	H/S Mission Trip		\$ 100	
	H/S Beach Trip		\$ 2,500	
	9th Grade Retreat		\$ 1,500	
	Confirmation Banquet		\$ 350	
	9th Grade Bibles		\$ 250	
	Adult Ministry	\$ 1,000	\$ 1,000	
	Men's Ministry	\$ 500	\$ 1,350	
	Women's Ministry	\$ 750	\$ 1,200	
	Senior Ministry		\$ 100	
	Parish Health Ministries	\$ 250		
	Spiritual Transformation	\$ 18,675	\$ 20,800	

<i>Christian Service</i>				
	Basic Beliefs	\$ -	\$ -	
	Community Service/Faith Community Health Ministry	\$ 600	\$ 1,500	Account name changed to Faith Community Health Ministry
	FCN/HMN Congregational Membership		\$ 150	
	FCN Training		\$ 250	
	Education Classes		\$ 1,000	
	CPR Class		\$ 100	
	Missions	\$ 500	\$ -	
	Neighborhood Ministry	\$ 3,000	\$ 3,850	
	Community Workday		\$ 300	
	Mission (LWR)		\$ 500	
	Block Party		\$ 2,500	
	Tutoring		\$ 300	
	Welcome Bags		\$ 250	
	New Members	\$ 1,000	\$ 1,350	
	Church Member Book		\$ 100	
	Receptions/Annual Event		\$ 500	
	Bibles		\$ 750	
	Communications	\$ 3,650	\$ 3,100	
	Advertising/Banners	\$ 1,000	\$ 750	
	Calendar Service	\$ 850	\$ 850	
	Christmas Mailer	\$ 650	\$ 550	
	Easter Mailer	\$ 650	\$ 550	
	Website Hosting Fees	\$ 500	\$ 400	
	Visitation	\$ -	\$ 1,250	
	Education/Training		\$ 1,000	
	Supplies		\$ 250	
	Christian Service	\$ 8,750	\$ 11,050	
<i>Biblical Stewardship Resources</i>				
	Furnishings	\$ 2,000	\$ 1,000	
	Sprinkler System		\$ 12,500	New Item
	Kitchen Upgrades (Ovens)		\$ 12,500	New Item
	Insurance	\$ 10,500	\$ 12,500	
	Insurance - Prop/Liab	\$ 10,500	\$ 12,500	
	Insurance - Van	\$ -	\$ -	
	Janitorial	\$ 14,500	\$ 14,500	
	Janitorial Service	\$ 12,500	\$ 12,500	

	Janitorial Supplies	\$ 2,000	\$ 2,000	
	Maintenance	\$ 15,600	\$ 14,500	
	Equipment Maint	\$ 1,250	\$ 1,250	
	General Maint	\$ 7,500	\$ 6,000	
	Grounds Maint	\$ 2,000	\$ 2,700	
	Major Maint	\$ 3,750	\$ 3,750	
	Parking Lot Maint	\$ 600	\$ 300	
	Snow Removal	\$ 500	\$ 500	
	Maintenance Contracts	\$ 9,000	\$ 12,600	
	Maint Cont - Copiers	\$ 5,000	\$ 8,000	
	Maint Cont - HVAC	\$ 4,000	\$ 4,600	
	Repair	\$ 4,500	\$ 4,200	
	Copier/Riso Repair	\$ 500	\$ 200	
	Heating/Cooling Repair	\$ 4,000	\$ 4,000	
	Taxes	\$ 25	\$ 25	
	Utilities	\$ 48,162	\$ 54,000	
	Property	\$ 104,287	\$138,325	
	Stewardship	\$ -	\$ 1,700	
	Bank Charges/Fees	\$ 120	\$ 480	
	Corporation Fees	\$ 15	\$ 15	
	Hardware & Peripherals	\$ 1,500	\$ 2,000	
	Internet/Phone	\$ 3,500	\$ 3,000	
	Office Equipment	\$ 1,000	\$ 500	
	Office Supplies	\$ 5,000	\$ 5,000	
	Postage	\$ 4,500	\$ 4,500	
	Printing Supplies	\$ 3,500	\$ 3,500	
	Reference Materials	\$ 250	\$ 100	
	Software/Licenses	\$ 1,000	\$ 1,000	
	Operations	\$ 20,385	\$ 20,095	
	Alarm System	\$ 400	\$ 200	
	Background Checks	\$ 250	\$ 300	
	Emergency Supplies	\$ 400	\$ 200	
	Fire Monitoring	\$ 460	\$ 460	
	Fire Testing	\$ 275	\$ 400	
	Extinguisher Inspections	\$ 350	\$ 350	
	Fire Door Inspections	\$ 175	\$ 175	
	Patrol Services	\$ 2,400	\$ 3,000	
	Services	\$ -	\$ 400	CI Shred & Moon Services (extra Service)
	Training	\$ 360	\$ 360	
	Safety	\$ 5,070	\$ 5,845	

	Servant Coordination	\$ 500	\$ 1,500	
	Books		\$ 500	
	Ministry Fair		\$ 200	
	Resources		\$ 300	
	Trinity Living		\$ 500	
	Servant Coordination	\$ 500	\$ 1,500	
	TOTAL Resources	\$ 130,242	\$167,465	
<i>Council</i>				
	Salaries	\$ 448,437	\$ 391,634	
	Benefits	\$ 135,546	\$ 107,301	15% increase over 2015 Actual Premiums
	Salaries & Benefits	\$ 583,983	\$498,935	
	Accountable Mileage	\$ -		
	Council/Staff Retreat	\$ 500	\$ 500	
	LCMC Leadership Conference	\$ -		
	LCMC Nat'l Conference	\$ -	\$ -	
	Long Range Plan			
	Mustard Seed	\$ -		
	Staff Retreat	\$ 1,500	\$ 1,500	
	Staff Search	\$ -		
	Contingency	\$ 6,000		
	Other	\$ 8,000	\$ 2,000	
	Benevolence	\$ 76,100	\$ 79,200	10% of total giving
Total Budget		\$ 837,000	\$792,000	

MINISTRY FUNDING PROPOSAL COMPARISON WITH 2015

	Worship	Spiritual Transform	Christian Service	Biblical Stewardship				TOTAL
	Worship	Education	Outreach	Property	Operations	Council	Benevolence	Total Budget
2015 Budget	\$ 11,250	\$ 18,675	\$ 8,750	\$104,287	\$ 25,955	\$ 591,983	\$ 76,100	\$ 837,000
2016 Proposed Budget	\$ 12,550	\$ 20,800	\$ 11,050	\$138,325	\$ 29,140	\$ 500,935	\$ 79,200	\$ 792,000
\$ Change for 2016	\$ 1,300	\$ 2,125	\$ 2,300	\$ 34,038	\$ 3,185	\$(91,048)	\$ 3,100	\$(45,000)
% Change for 2016	11.6%	11.4%	26.3%	32.6%	12.3%	-15.4%	4.1%	-5.4%