

REDEEMER LAKELAND 2008 ANNUAL REPORT

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Redeemer Lakeland Presbyterian Church PCA

Mission & Vision

Mission

Declaring to heirs of the kingdom their inheritance.

Guiding Principle

Our sin is far greater than we realize,
but Jesus loves us far more than we can imagine.

Vision

CALLING people to authentic relationships with Christ and one another.

BUILDING a community of hope, healing, joy and surrender.

SENDING one another into the world to share the good news of Christ.

Core Values

Core values for CALLING people to authentic relationships with Christ and one another:

- We will commit to one another; having teachable spirits, being transparent and living in a way that reflects the forgiveness we have received in Christ.
- We will worship, reflecting a diversified yet unified community, so that all we do will flow out of the inspiration of our worship.
- We will pray for one another, the church, the kingdom of God, and the return of Christ.
- We will faithfully preach and teach the Gospel from the Holy Scriptures that speak to the hearts of God's people with relevance and clarity.

Core values for BUILDING a community of hope, healing, joy and surrender:

- We will have community groups that study God's word, encourage and pray for one another, have fun, laugh, and play together.
- We will, as leaders in the church, model Christ-like character, discipling at least two others while encouraging them to disciple two more.
- We will educate one another from the Holy Scriptures, seek to know the Lord, to do the Lord's will, and thus to be like minded with the Lord.
- We will instruct and be guided by the Holy Scriptures, the Westminster Confession of Faith, and the Book of Church Order of the Presbyterian Church in America.
- We will model financial freedom and fiscal restraint as a church by living on 90% of the previous year's budget.

Core values for SENDING one another into the world to share the good news of Christ:

- We will model a biblical pattern of life in our homes, businesses, government, and all of life.
- We will model the building of God's church through the conversion of the lost by means of a winsome witness, exercising hospitality, compassion and genuine interest in the lives of others.
- We will model tithing from our weekly offering with 5% going to outreach, evangelism and mission and 5% designated specifically for the planting of a new church. This money will go into the bank and cannot be touched until it reaches \$50,000. It is intended to be used for only one church plant and not given out in small portions.

Redeemer Lakeland's Primary Target Area is Southwest Lakeland

According to the Lakeland Economic Development Council the majority of growth is designed to come to the southwest side of Lakeland. The area is:

- zoned for 3000 new homes.
- zoned for a business center at Pipkin and Yates.
- major road planned to run from Pipkin to Ewell.
- Publix Shopping Center planned for the corner of Pipkin and County Line Rd.

Where would Redeemer Lakeland like to be within five Years?

It is Redeemer Lakeland's desire to find a permanent home within our community in order to minister to and serve the needs of its people and / or sponsor a new church plant by sending out a significant portion of our people and resources.

It is Redeemer Lakeland's hope and expectation to be big enough to be a significant witness and ministry in this community, but small enough to retain a family feel.

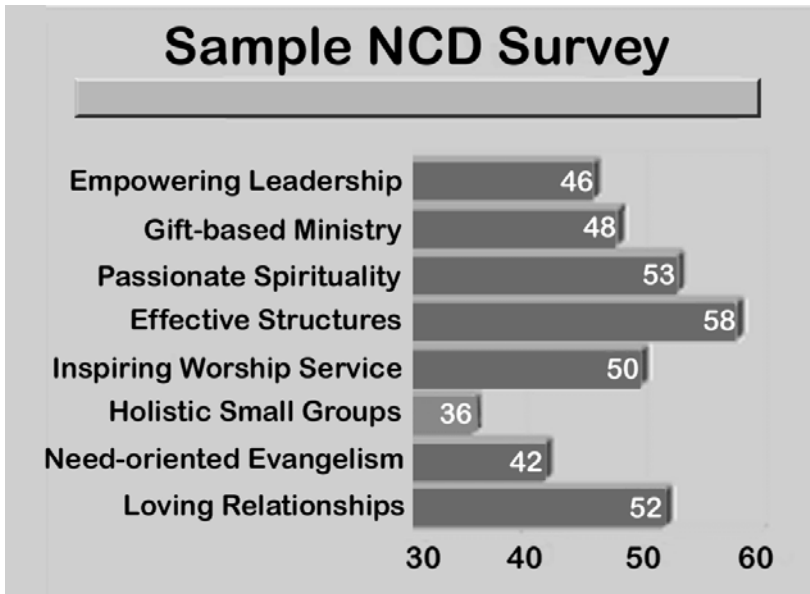
Redeemer Lakeland's goals for the next 12 months:

- Community Groups
 - *Person of Jesus* leadership training
- Structures
 - Begin officer training for Elders and Deacons in Fall of 2009 with the goal of particularization in Summer 2010
- Youth and/or Children's Ministry Director
 - Meet the needs of our children and our community
- Continue the current ministries
 - Community Groups
 - Dave Ramsey's *Financial Peace University*
 - Sunday School and Education
 - Prayer and Compassion Team
 - Fellowship Opportunities
- Continue building a presence in the community
 - Martins move into the area
 - Encourage others to move into the area as well
 - Outreach within community
 - Bolster relationship with the school
 - Committee and classroom volunteers
 - Teachers' Back to School Dinner
 - Air Show
 - Kids' Fellowship Fishing Tournament
 - Block Parties
 - Christmas Eve Services in the subdivision parks
 - Easter Sunrise Service in the subdivision parks
 - Invite people to church
- Continually ask ourselves, "How will we reach the next 50 people?"
- Natural Church Development

Natural Church Development (NCD)

NCD is an organization that exists for the sole purpose of assisting in the growth of healthy churches.

NCD has surveyed and researched more than 40,000 churches around the world and has identified eight universal principles required for healthy church growth. A detailed explanation of these principles is provided for you on pages 13 and 14.



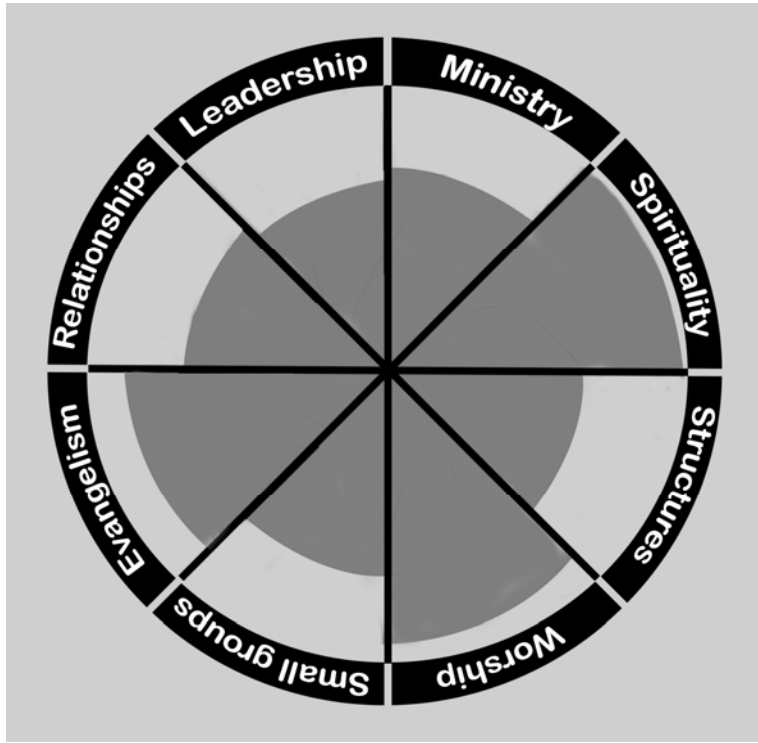
The NCD Survey reveals the strengths and weaknesses of a church

NCD will provide for us an honest and objective evaluation of ourselves.

We will be:

- Encouraged by our strengths
- Surprised and challenged by our areas of need

Some churches do certain things so well that their attendance numbers explode. The result is often a celebration of their strengths to the exclusion of other aspects of church ministry.



It is possible for a church to grow numerically and ...

- fail to adequately address the deeper needs of its community.
- be unable to properly shepherd its members.
- enable people to hide in the pews and remain disconnected from real covenant community.
- remain highly dysfunctional.

The minimum factor



The shortest stave determines how much water the barrel can hold.

Other churches do many things quite well but then become stagnant in their numerical growth. This is often because one or two of the identified quality characteristics remain a glaring weakness and remain unaddressed. The church simply will not grow unless these areas of need are properly met.

We must be willing to humble ourselves and ask the Lord to reveal to us where we need to grow and then be willing to do the hard work that is required to become a healthy church.

In January Redeemer Lakeland will begin this process of evaluation with NCD.

Following this evaluation we will begin to remedy aggressively our greatest weakness for an entire year. At the same time, we will continue to develop further the strengths we currently have.

By working on our area of greatest weakness, we will see improvement in all other areas of ministry. In addition Redeemer Lakeland should see numeric growth as well. After one year we will evaluate ourselves once again.

Churches that participate in three or more evaluations and address their greatest weaknesses:

- grow by an average of 51%.
- see an increase in conversion growth.

Emphasizing church health has proven to be the key to long term growth.

NCD does not simply provide a one size fits all solution. i.e. “Here is what worked in this church ...” “Just do this and that and your church will grow.”

Redeemer Lakeland will be encouraged to embrace the uniqueness of who we are and to release the God-given potential that already exists in our church family.

NCD focuses on increasing the quality rather than the quantity of ministry because a church that develops properly will grow naturally.

Eight Quality Characteristics of Healthy and Growing Churches

Empowering Leadership

- Effective leadership begins with an intimate relationship with God, resulting in Christ-like character and a clear sense of God's calling for leader's lives. As this base of spiritual maturity increases, effective pastors and leaders multiply, guide, empower and equip disciples to realize their full potential in Christ and work together to accomplish God's vision

Gift-based Ministry

- The Holy Spirit sovereignly gives to every Christian spiritual gifts for the building of God's kingdom. Church leaders have the responsibility to help believers discover, develop, and exercise their gifts in appropriate ministries so that the Body of Christ "grows and builds itself up in love."

Passionate Spirituality

- Effective ministry flows out of a passionate spirituality. Spiritual intimacy leads to a strong conviction that God will act in powerful ways. A godly vision can only be accomplished through an optimistic faith which views obstacles as opportunities and turns defeats into victories.

Effective Structures

- The Church is the living Body of Christ. Like all healthy organisms, it requires numerous systems which work together to fulfill its intended purpose. Each must be evaluated regularly to determine if it is still the best way to accomplish the intended purpose.

Inspiring Worship Services

- Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence. Inspiring worship is not driven by a particular style or ministry focus group but rather the shared experience of God's awesome presence.

Holistic Small Groups

- Holistic small groups are disciple-making communities which endeavor to reach the un-churched, meet individual needs, develop each person according to their God-given gifts and raise leaders to sustain the growth of the church. Like healthy body cells, holistic small groups are designed to grow and multiply.

Need-oriented Evangelism

- Need-oriented evangelism intentionally cultivates relationships with pre-Christian people so they can become fully devoted followers of Jesus Christ who are actively participating within the life of the church and community. Using appropriate ministries and authentic relationships, believers can guide others into the family of God.

Loving Relationships

- Loving relationships are the heart of a healthy, growing church. Jesus said people will know we are his disciples by our love. Practical demonstration of love builds authentic Christian community and brings others into God's kingdom.

Money is a Difficult Thing to Talk About

Only 3% of Christians tithe.

53% of Christians have not given to their church in the last month.

7 out of 10 people are living from paycheck to paycheck, on the edge of financial disaster.

Economy is in deep trouble and people are afraid.

Financial debt and consumerism has overcome the American family.

It would seem that many brothers and sister are selfish with their money, but perhaps that's not the issue at all. It may be in some cases, but for the most part, believers want to give. The problem is that many do not know how or simply see no way to give.

Yet 85% of churches do not have a plan to teach members how to handle God's money.

Jesus talked more about money than he talked about Heaven and Hell combined.

There are at least 800 verses in the Bible that talk about money.

The way we handle God's money *is* a direct reflection of who we are. It is a direct reflection of the heart. Perhaps that's why talking about money is so difficult.

Can you imagine a church wide response to the Lordship of Christ in the area of personal finances? Can you imagine a church body full of radical givers?

Redeemer Lakeland Giving Per Family Unit

	12 Month Average	Last 9 Months Average	Last 6 Months Average	Last 3 Months Average
\$ Per Month	Giving Family Units	Giving Family Units	Giving Family Units	Giving Family Units
Under 50	6	5	5	4
50-100	8	8	7	4
100-200	6	7	7	8
200-300	4	4	5	5
300-400	3	2	2	2
400-500	2	2	2	3
500-600	3	3	3	3
600-700	0	0	1	1
700-800	1	1	1	1
800-900	-	-	-	-
900 +	1	1	1	1
Actual Giving	\$ 8,363	\$ 8,980	\$ 9,131	\$ 9,174
		7% Increase	2% Increase	1% Increase

2009 Budget Compared to the 2008 Projected Budget

	2009 Budget	2008 Projected
Ordinary Income/Expense		
Income		
Contributions		
General Giving	\$ 120,000	\$ 100,356
A.C.T.S. Fund	-	3,400
Southwest Florida Presbytery	15,000	7,500
Special Giving	-	53,976
	135,000	165,232
Expenses		
Payroll Expenses		
Current Staff	107,522	104,310
Potential Staff	15,000	-
	\$ 122,522	\$ 104,310
Facility Expenses		
Rent/Mortgage	11,180	7,840
Telephone	1,597	1,192
	12,777	9,032
Supplies		
Office	3,000	4,319
Postage	250	87
Copying	320	210
	3,570	4,616
Worship Expenses		
General Supplies	1,955	3,343
Bulletins	940	705
Communion Supplies	138	138
Flowers & Other Decorations	405	405
Guest Speakers	1,400	2,600
Sound Equipment	2,000	2,571
	6,838	9,762

Christian Education Expenses		
Nursery	300	218
Children's Education	1,000	326
Adult Educational	200	25
Community Group Ministry	500	182
Seminars & Conferences	500	2,655
	<u>2,500</u>	<u>3,406</u>
Outreach Ministries		
Advertising	1,000	3,216
Events	4,800	558
	<u>5,800</u>	<u>3,774</u>
Missions & Giving		
Southwest Florida Presbytery	1,500	1,500
Missionaries	2,820	1,770
	<u>4,320</u>	<u>3,270</u>
Administrative Expenses		
Legal, Business, &		
Accounting	2,400	1,934
Business Meals	1,700	1,520
General Assembly	750	1,119
Natural Church Development	2,000	-
	<u>6,850</u>	<u>4,573</u>
Total Expenses	165,177	142,743
Amount Expenses Exceed Income	(30,177)	22,489
<hr/>		
Platinum Bank CD	75,000	
Platinum Bank CD	50,000	
SunTrust Checking	65,000	

Redeemer Lakeland

Administrative Secretary Job Description

Purpose of Position: To assist and support the pastor, staff, and leadership in all administrative and operational functions. To be responsible for the daily operation of the church office and provide support for the needs of church members.

Major Responsibilities:

1. Maintain minutes from weekly leadership meetings as they are provided.
2. Assist in oversight and scheduling of all church activities and events.
3. Assist in overseeing the church budget and purchasing all necessary office equipment, office supplies and event supplies.
4. Answer and return church phone calls, e-mails, and faxes.
5. Record weekly worship and Sunday School attendance and provide monthly written report to Pastor and Leadership Team.
6. Prepare rosters, mailings, labels, calendars, sign-up sheets, etc. for the church body as needed.
7. Contact compassion team with information regarding those who are sick and/or in the hospital as well as upcoming anniversaries and birthdays.
8. Maintain and update the church website.
9. Assist with copies, creation of forms, fax transmittals, and personal needs of church members as practical.
10. Prepare visitor information, membership rolls, thank you letters, and e-mails to visitors.
11. Record, update, and maintain church member information such as baptisms, church directory, deaths, marriages, etc.
12. Maintain all official non-financial church records.
13. Coordinate church publications and mailings.
14. Receive and transfer funds for events as needed.
15. Communicate with church accountant regarding all staff payroll and benefits.

Salary/Benefits:

Salary	\$15 per hour at 30 hours per week
Expense Account	\$100
Paid Vacation	2 Weeks
Telecommuting	The administrative Secretary will be allowed to telecommute as appropriate and approved by the pastor.

Terms of Call for Reverend David L Martin

	2009	2008
1 Cash Salary	\$ 21,500.00	\$ 21,500.00
2 Housing Allowance	30,000.00	30,000.00
3 Car Allowance	3,600.00	2,860.00
Insurance:		
4 Health, Disability, and Life	17,900.00	16,700.00
5 Pension Plan	5,150.00	5,150.00
(10% of Gross Salary)		
6 Annual Vacation - One Month		
7 Study Leave – Two Weeks		
8 Other Reimbursements		
A. Continuing Education	1,200.00	1,000.00
B. Cell Phone	1,200.00	1,200.00
C. Social Security	3,572.00	3,572.00
Total Gross Salary (items 1 & 2)	51,500.00	51,500.00
Total	\$ 84,122.00	\$ 81,982.00