

**Redeemer Presbyterian Church, PCA  
Lakeland, FL**

**Rev. David L. Martin, Pastor**

**2010  
Annual Report**

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# Redeemer Lakeland Presbyterian Church PCA

## Mission & Vision

### 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

### **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.

**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.

**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.

Planning a Publix Shopping Center for the corner of Pipkin and County Line Road.

### **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 2011

## ◆ Particularization

- *January 2011*
- *Diaconate installation March 2011*

## ◆ Community Groups

- *Encourage groups to love one another with a genuine sense of authenticity*
- *Develop groups that better address the needs of our young families*

## ◆ Re-evaluate Youth and/or Children's Ministry Needs

- Potentially hire someone to oversee the nursery on Sunday mornings

## ◆ Continue current ministries

- Dave Ramsey's *Financial Peace University*
- Sunday School and Education
- Encourage attendance to the Ligonier Conference in March 2011
- Promote personal devotions through *Tabletalk Magazine* and *My Utmost for His Highest*
- Offer a women's theological training class equivalent to the theological officer training according to the principles of Titus 2:3-5.

## ◆ Prayer Team

- Be intentional about prayer by collectively seeking the face of God in worship and privately at home

## ◆ Compassion Team (Congregational Care)

*(The oversight of this ministry will transition to the Diaconate)*

- Cards
- Meals
- Hospital Visitation
- Member Support

*Continued on next page*

## Outreach Team

- Continue building a presence in the community
- Encourage families to move into the area
- Outreach within the community
- Bolster relationship with the school
  - Encourage committee and classroom volunteers
  - Support teacher appreciation events
  - Minister to the needs of school families

## ◆ Fellowship Team

- Sun 'n Fun Air Show Hanger Party
- Annual Picnic

## ◆ Natural Church Development

- Continue to address the issues of *Inspiring Worship* and its impact on the life and health of Redeemer

## ◆ Continually ask ourselves, "How will we reach the next 50 people?"

# Natural Church Development

Natural Church Development (NCD) is an organization that exists for the sole purpose of assisting in the growth of healthy churches and providing churches with an honest and objective evaluation of themselves.



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

Just like this barrel, a church cannot grow beyond its greatest weakness.

Some churches carry out one or two of these principles so well that their attendance numbers explode. It is possible for a 'personality' or 'program' driven church to grow and yet:

- fail to properly shepherd its members
- fail to adequately address the deeper needs of its community
- remain highly dysfunctional

Other churches do many things quite well but remain numerically stagnant. This is often because one or two of the identified principles remain unaddressed. Congregations must be honest about their weaknesses and be willing to do the hard work that is required in order to become a healthy and well balanced church.

# 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-give 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.

## **We Believe Church Health is the Key to Long Term Growth**

Churches that participate in three or more NCD evaluations and address their greatest weaknesses grow by an average of 51% and see an increase in conversion 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.” Instead it encourages churches to embrace the uniqueness of who they are and to release the God-given potential that already exists in each church family.

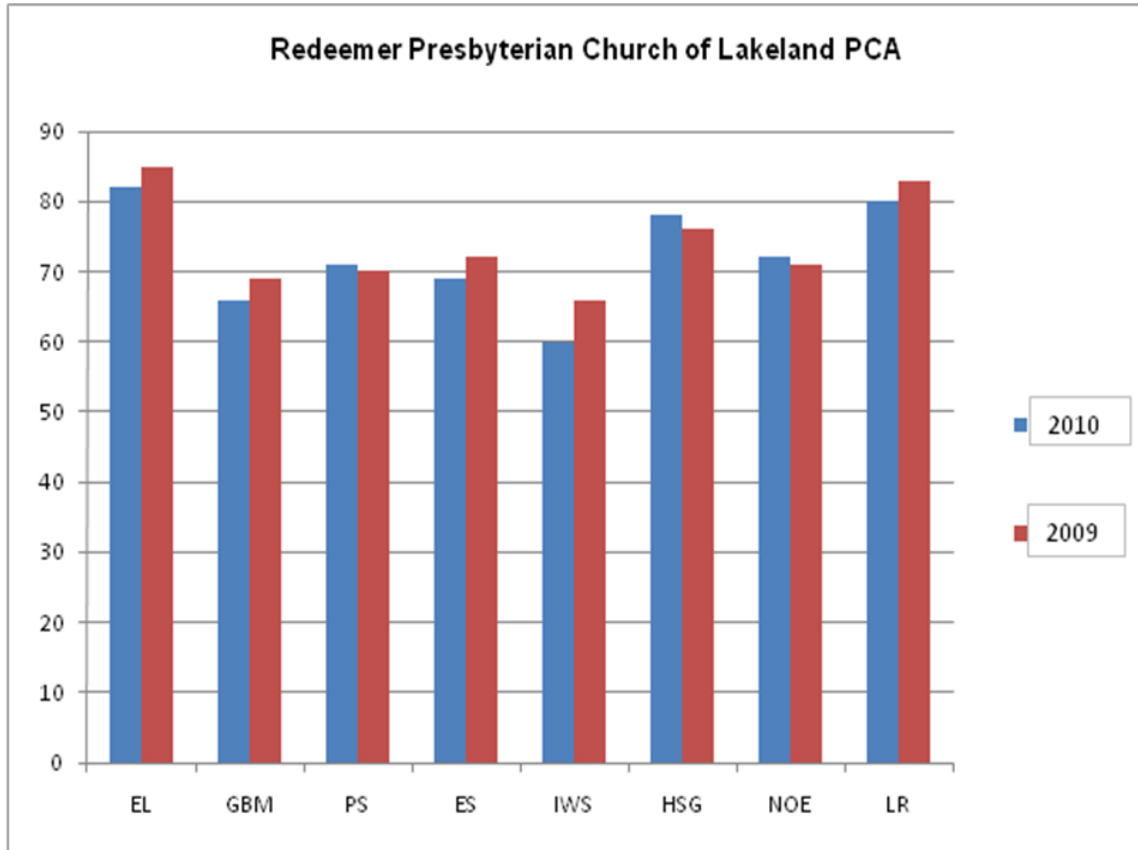
NCD focuses on increasing the quality rather than the quantity of ministry because a church that develops properly will grow naturally.

Two years ago Redeemer Lakeland began the process of self-evaluation with NCD. We discovered that “Gift-based Ministry” was our greatest weakness. In response to that we gathered a team of people together to ask why this was our weakness and how this weakness affected the other seven principles of healthy church growth. We addressed the issues of “Gift-based Ministries” for the entire year. At the same time, we continued to develop further the strengths of the church. As a result, we saw improvement in all eight areas of assessed ministry last year.

Last year “Inspiring Worship Services” was the quality characteristic Redeemer needed to focus on. At first glance of this year’s survey results it would seem discouraging and maybe even confusing. The overall score remained relatively the same, however, the quality characteristic we focused on dropped seven points. How could that be? As the pastor I have a few ideas as to why this has happened. It is something we will seek to understand together in the coming year and upon further examination you will hopefully see that there is actually a great deal to celebrate and be encouraged by.

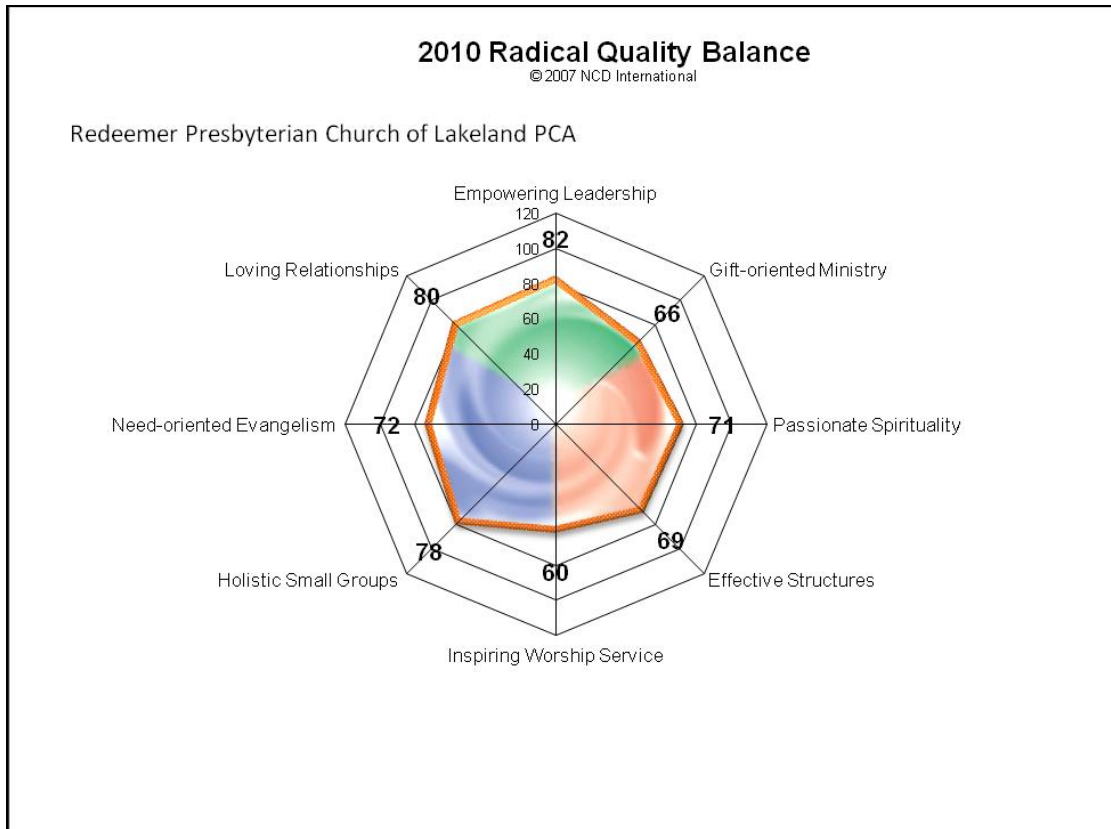
# NCD 2010 Survey Results

- EL:** Empowering Leadership
- GBM:** Gift-Based Ministry
- PS:** Passionate Spirituality
- ES:** Effective Structures
- HSG:** Holistic Small Groups
- IWS:** Inspiring Worship Service
- NOE:** Need-Oriented Evangelism
- LR:** Loving Relationships

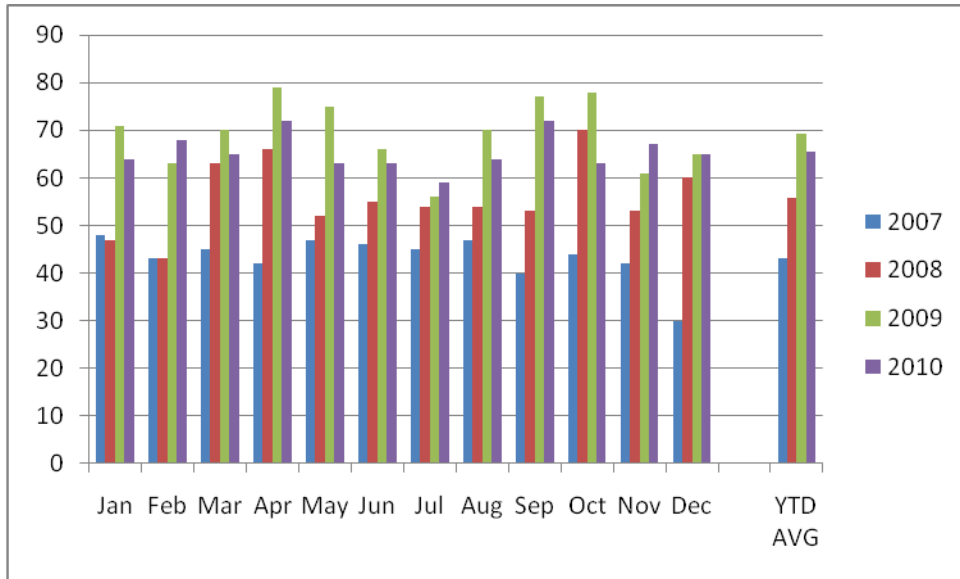


# The Octagon Diagram

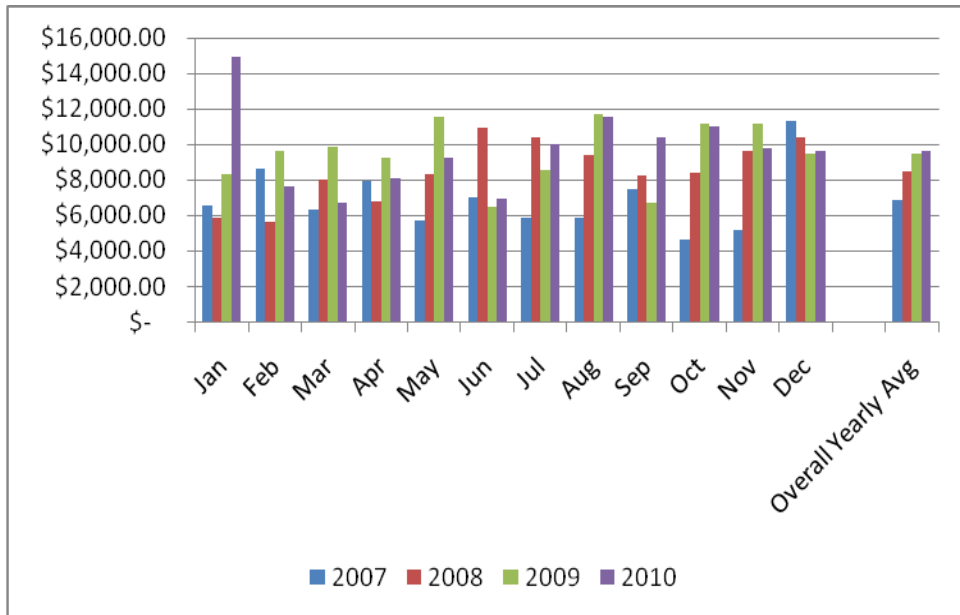
The more the quality of a church is balanced, the more the diagram above looks like a perfect octagon, not like a star or any other form. It is possible, however, to get a balanced diagram, but with low results in the eight qualities. That is why a healthy church does not only have an octagon in this diagram, but an octagon that covers as much of the diagram area as possible.



**Average Attendance  
2007 - 2010**



**Monthly Collection Totals  
2007 - 2010**



## Family Giving Units

<b>\$ per Month</b>	<b>2008 Monthly Giving Units</b>	<b>2009 Monthly Giving Units</b>	<b>2010 Monthly Giving Units</b>
0-100	14	5	13
100-200	6	10	11
200-300	4	6	8
300-400	3	2	5
400-500	2	3	3
500-600	3	2	0
600-700	0	1	2
700-800	1	0	0
800-900	0	1	1
900-1000+	1	2	1
<b>Total Giving Units</b>	<b>34</b>	<b>32</b>	<b>44</b>
		6% Decrease	27% Increase
Avg Monthly Giving Per Unit	\$ 245.97	\$ 288.34	\$ 221.31
		15% Increase	23% Decrease

<b>Year</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>Avg Giving Per Month</b>	\$ 8,363.00	\$ 9,227.00	\$ 9,738.00
		10% Increase	5% Increase

## Projected 2011 Budget

<b>4000 · Contributions</b>		
4010 · General Fund Contributions	\$	117,000.00
4011 · Deacon Fund	\$	1,500.00
<b>4012 · Missions</b>		
4013 - Bonnie Dolan Missionary	\$	-
4014 - Andrew and Abby Lettsome	\$	-
4015 - Missions Trip	\$	-
4016 - Women's Ministries	\$	-
4022 - Relief Fund	\$	-
4025 - Dave Ramsey	\$	-
4017 · Devotional Materials	\$	-
4018 · Camping Trip	\$	-
4019 - Baseball Night	\$	-
4020 · Southwest Florida Presbytery	\$	15,000.00
4021 - Bowling Night	\$	-
Total 4000 · Contributions	\$	133,500.00
Total Income	\$	133,650.00
<b>Expense</b>		
<b>5000 · Payroll Expenses</b>		
5010 · Senior Pastor Salary	\$	21,500.00
5015 · Secretary Salary	\$	23,400.00
5030 · Health Insurance	\$	20,485.20
5031 · Pastor Housing	\$	30,000.00
5032 · Pastor Cell Phone	\$	1,500.00
5035 · Life Insurance	\$	814.00
5036 · Disability Insurance	\$	831.00
5037 - Pastor Dental Insurance	\$	600.00
5040 · Pension Expense	\$	5,150.00
5041 · Pastor Social Security	\$	3,193.00
5042 - Secretary Social Security & Medicare	\$	1,769.04
5050 · Pastor Car Allowance	\$	3,600.00
5051 · Secretary Car Allowance	\$	500.00
5061 · Pastor Continuing Education	\$	1,200.00
5062 - Pastor Discretionary Fund	\$	3,000.00
Total 5000 · Payroll Expenses	\$	117,542.24
<b>5700 · Agencies &amp; Denomination</b>		
5770 · Florida Church Planting Network	\$	1,170.00
<b>5740 · Missionaries</b>		
5741 - Bonnie Dolan Missionary	\$	1,200.00
5742 - Andrew and Abby Lettsome	\$	-
5743 - Missions Trip	\$	-
5750 - General Assembly 2011	\$	600.00
Total 5700 · Agencies & Denomination	\$	2,970.00
<b>5900 · Administration Expenses</b>		
<b>5930 – Occupancy</b>		
5110 · RBW Rent	\$	7,280.00
5111 - St. Stevens Office Rent	\$	3,900.00
5923 - Office Supplies	\$	3,095.00
5924 · Website	\$	600.00
5927 · Copyright Fees	\$	104.00
5928 - Bank Fees	\$	50.00
5929 · Telephone	\$	158.00
5931 – Postage	\$	300.00
5981 · Legal & Business Fees	\$	150.00

5982 - Accounting Services	\$	500.00
5983 - Payroll Fees	\$	600.00
5984 - Natural Church Development	\$	600.00
5985 - NCD Committee Expenses	\$	400.00
5990 - Liability Insurance	\$	750.00
Total 5900 - Administration Expenses	\$	18,487.00
<b>5400 - Worship Expenses</b>		
5405 - General Supplies	\$	700.00
5420 - Bulletins	\$	200.00
5460 - Guest Speakers	\$	200.00
5470 - Equipment Purchases		
Total 5400 - Worship Expenses	\$	1,100.00
<b>5500 - Christian Education</b>		
5501 - Background Checks	\$	100.00
5510 - Adult Sunday School	\$	200.00
5511 - Youth Sunday School	\$	200.00
5512 - Children's Sunday School	\$	300.00
5550 - Seminars, Conferences, Retreats		
5551 - Session	\$	500.00
5552 - Diaconate	\$	500.00
5570 - Devotional Materials		<i>Continued on next page</i>
5571 - Table Talk	\$	-
5572 - Oswald Chambers	\$	-
Total 5500 - Christian Education	\$	1,800.00
<b>5590 - Nursery Expenses</b>		
5591 - Nursery Supplies	\$	100.00
5592 - Nursery Workers	\$	2,600.00
Total 5800 - Nursery Expenses	\$	2,700.00
<b>5650 - Outreach Ministries</b>		
5649 - Dave Ramsey	\$	100.00
5652 - R. Bruce Wagner	\$	500.00
5653 - Advertising	\$	200.00
5654 - Events		
5655 - Fishing Tournament	\$	200.00
5658 - Other		
5659 - Air Show	\$	350.00
Total 5650 - Outreach Ministries	\$	1,350.00
5682 - Women's Ministry	\$	-
<b>5690 - Deacons Fund</b>		
5691 - Helps and Services Fund	\$	1,500.00
5692 - Relief Fund	\$	-
5693 - Compassion Team Cards and Stamp	\$	250.00
5694 - Hospital Flowers	\$	200.00
Total 5690 - Deacons Fund	\$	1,950.00
<b>5675 - Fellowship Team</b>		
5676 - Picnics	\$	400.00
5678 - Easter Egg Hunt	\$	100.00
5679 - Baseball Night	\$	50.00
5680 - Christmas Party	\$	200.00
5681 - Other Events	\$	200.00
5683 - Bowling Night	\$	50.00
Total 5675 - Fellowship Team	\$	1,000.00

<b>Total Expense</b>	\$	148,899.24
<b>Net Ordinary Income</b>	\$	(15,399.24)

# 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. Stream weekly sermons and upload to website.
8. Maintain church images electronically.
9. Maintain officer training manuals.
10. Assist with copies, creation of forms, fax transmittals, and personal needs of church members.
11. Prepare visitor information, membership rolls.
12. Record, update, and maintain church member information such as baptisms, church directory, deaths, marriages, etc., and provide statistics to PCA Office of the Stated Clerk.
13. Maintain all official non-financial church records.
14. Coordinate church publications and mailings.
15. Receive and transfer funds for events as needed.
16. Contact, inform, encourage, and provide guidance to Team Leaders.
17. Inventory and maintain event supplies.

<b>Salary/Benefits:</b>	<b>2011</b>
Salary	\$15 per hour 30 hours per week
Gas Allowance	\$500
Paid Vacation	2 Weeks

## 2011 Terms of Call for Reverend David L Martin

1	Senior Pastor Salary	\$	21,500.00
2	Health Insurance	\$	20,485.20
3	Pastor Housing	\$	30,000.00
4	Pastor Cell Phone	\$	1,500.00
5	Life Insurance	\$	814.00
6	Disability Insurance	\$	831.00
7	Dental Insurance	\$	600.00
8	Pension Expense	\$	5,150.00
9	Social Security	\$	3,193.00
10	Car Allowance	\$	3,600.00
11	Continuing Education	\$	1,200.00
12	Discretionary Fund	\$	<u>3,000.00</u>
	TOTAL	\$	91,873.20

**Notes:**

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