

WHAT'S HAPPENING AT REDEEMER



VBS Rainforest Falls | JULY 20- 23RD

Step through the mist into Rainforest Falls and plunge into a lifelong adventure of discovering the nature of God.

Register Online.



VBS VOLUNTEERS NEEDED

Volunteers Needed!

Help our kids plunge into a lifelong adventure of discovering the nature of God. Sign up Online On the VBS Volunteers page under What's Happening to be part of this amazing week of fun and spiritual growth!



CHURCH PICNIC

Sunday, May 3rd

3pm - at Robious Landing Park

Please bring an appetizer or dessert to share. We hope to see you there!

Church Picnic

May 3rd | 3 pm at Robious Landing Park

Join us for an afternoon of fellowship at **Robious Landing Park**. Redeemer families will meet at **picnic shelter #1 at 3:00pm**. **Please bring an appetizer or dessert to share**. We hope to see you there!



Coffee at the playground

May 2nd | 9-11am @ Robious Landing Park

It's a playground playdate and we'll provide the coffee!! This time we will be meeting at **Robious Landing Park from 9:00-11:00 AM**. No sign up needed. Everyone is welcome!

For more information contact Lindsey Douglas(Ldouglas@redeemerric.org) or Summer Smith.



Mens Ministry: Top Golf

May 17th | at 2pm RSVP by May 15th

Men of Redeemer, join us for an afternoon at **Top Golf on Saturday, May 17 at 2:00 PM**. Whether you're a seasoned golfer or have never picked up a club, this is a great opportunity to relax, connect, and enjoy some friendly competition. 2308 Westwood Ave, Richmond, VA 23230 All men are invited – and you're encouraged to bring a friend!

RSVP by May 15.

Questions? Contact Jim Murphy at jlmurphy1967@gmail.com



Youth Group Pajama Movie Night (high School)

May 12th | at 6:30

Join us **May 12th at 6:30** in your coziest PJs for a **Youth Group Movie Night**. Feel free to invite friends!



Need of Sunday summer School teachers

Volunteers Needed

Summer break is right around the corner! We are in need of volunteers for summer Sunday school. No lesson planning needed. Just games and crafts. Please contact Lindsey Douglas (Ldouglas@redeemerric.org) for more information.



Confirmation Sunday

May 31st | during the 11am service

We are excited to celebrate Confirmation Sunday on May 31st during the 11:00 AM service. This is a meaningful milestone in the lives of our students as they publicly affirm their faith and reflect on the journey they have taken this year.

We invite the congregation to join us in worship as we celebrate these young people and surround them and their families with encouragement, prayer, and support.



Senior Sunday

May 17th | during both services

Come celebrate our upcoming seniors. Their hard work, growth, and dedication have brought them to this moment, and this is only the beginning. We can't wait to see all they accomplish in the future.



Website Transition

June 5 – August 21

We're excited to share that we're in the process of redesigning our website! Over the next few months, you may notice changes as we work to create more user-friendly experience and a fresh, updated look. Our goal is to make it easier for you to find what you need and enjoy a more engaging online experience. We truly appreciate your patience during this transition and apologize for any inconvenience you may encounter along the way.

Dear Redeemer family

Greetings to you in the name of our risen and victorious Lord and Savior, Jesus.

I'd like to share an update with you about Redeemer's staffing.

As you know, since Pastor Ian Thormodson's departure in February, 2025, several important ministry staff roles have become vacant. We are presently without permanent staff members to lead traditional worship, contemporary worship, education (middle school, high school, and adult education), and to assist with several pastoral functions. Over the last year we have been blessed to be able to fill in these vacancies with substitute musicians, with current staff members who have taken on additional responsibilities, or by asking volunteers to serve in essential ministry functions. Meanwhile, our strategic ministry priorities (RLC GROUPS, RLC LEARN, RLC DIGITAL) are building momentum – again, thanks to current staff members who are coordinating efforts with volunteer teams to move these initiatives forward.

God has certainly blessed us to be able to continue expanding our ministry at the same time we are short-staffed. However, this is not a sustainable situation. Substitutes are not long-term solutions. Asking staff to effectively lead their current responsibilities and fill in additional gaps indefinitely will lead to burn-out. We need to fill these vacancies.

As an aside, one of the complexities within today's Christian church is the overall shortage of qualified workers. The pastoral shortage across The Lutheran Church Missouri Synod and most other denominations has become a crisis without a solution. The same can be said for other church workers such as Directors of Christian Education and Lutheran teachers. Our academic institutions are simply not generating sufficient numbers of workers to replace those who are retiring (and they have not been doing so for decades). Likewise, the local network of qualified musicians to lead worship is also extremely thin. As dire as the church worker situation is, the shortage of organists and worship leaders is even worse.

Now let me pause here to make a comment. Jesus is still Lord of the Church. He is still risen from the grave, lives and reigns victorious. He remains faithful. Yes, we are facing uncertainty here. But we are not without hope. God is still doing things here at RLC! And so, even in the midst of these complexities, we pray and move forward, trusting in God's provisions.

So what are we doing to resolve our staffing gaps?

Administrative Assistant: Many of you have met Emma Reid, who joined the ministry staff in late December, 2025. Emma has been a strong addition to our team, and is adjusting well to her role. Emma also serves our country in the Air Force Reserves, which will require her to be away from RLC for short stints over the coming months to fulfill her military obligations.

Director of Discipleship: Our DoD Search Committee¹ has been working for the last six months, reviewing the LCMS database to find candidates who meet our parameters (workers with 3-5 years of experience who are male²). In January and February, the committee reviewed eight candidates and held one very-promising interview, but to no avail. Over the next month the team will expand the parameters of our search to consider 1) a broader pool of LCMS candidates, and 2) Redeemer members who may be qualified for the position. IF YOU WOULD LIKE TO APPLY FOR THIS POSITION, PLEASE SEND YOUR RESUME TO PASTOR BEAN.

Traditional and Contemporary Worship Leaders: I continue to mine the network of local musicians through both formal and word-of-mouth avenues, which have resulted in interviews with candidates who do not meet our base standards; but we do have additional interviews set for the coming weeks. Recognizing we may need to be more creative with this position, we have also posted the job at 16 national colleges and universities with church music programs. A special "Thank you!" to Adam Bailey, Jeff Hummel, and Sundie Marquardt, who have been blessing us with their musical talents during this time of transition.

To summarize: we are working diligently to fill these staffing gaps, praying earnestly for the Lord to provide. In the meantime, until we are fully staffed, we may experience some pain-points as some ministry functions are placed on pause until we are at full force.

Meanwhile, I am asking each of you to consider two things:

1. Pray. Pray for our staff, that they continue to have the strength to meet the day-to-day ministry demands with wisdom, patience, and grace. Pray for our search processes and the candidates we are seeking, that God would provide for us according to His will.
2. If you know of anyone who might be interested in speaking with us about these positions, please do not hesitate to let us know by speaking with one of the members of the DoD Search Committee below or me.

If you have any questions or comments, please do not hesitate to ask me. Thank you all for your continued faithful service to Redeemer!

Rev. Dr. Matthew Bean
Senior Pastor

¹ Search Committee members are: Kevin Carson, Lindsey Douglas, Jeff Patrick, Dr. Kevin Phelps, Katie Poling, Jenny Riegel, and Casey Smith

² Why are we limiting our Director of Discipleship search to males? In an ideal scenario, we would like the DoD to be able to preach, which would require the DoD to be a male. However, the search committee realizes this may not be a realistic scenario given the shortage of workers. So while our initial search parameters were limited to males, the next round will expand our parameters to males and females.

RLC CALENDAR - RECURRING EVENTS

Worship

Traditional Service | Sundays, 8:30 am | Sanctuary
Contemporary Service | Sundays, 11:00 am | Sanctuary
Wiggle Church | Thursdays, 5:30 pm | Fellowship Hall

Bible Study/Christian Education

Adult Bible Classes | Sundays, 9:45 am
Confirmation | Tuesdays, 6:30 pm | Fellowship Hall
JOY Group | Wednesdays, 10:30 am | Fellowship Hall
Men’s Bible Study | Tuesdays, 7:30 am | Board Room
Women’s Bible Study | Wednesdays, 10:00 am | Community Room
The Chosen Bible Study | 1st & 3rd Mondays, 6:30pm | Online

Music

Choir/Music Rehearsals | Thursdays, 7:30 pm | Choir Loft/Choir Room
Simple Truth | Tuesdays, 6:30 pm | Sanctuary
Joy Ringers | Thursdays, 6:30 pm | Choir Loft

Growing up RLC

Nursery | Sundays, 8:30 am & 11:00 am | Lower Level
Sunday School | Sundays, 9:45 am | Lower Level
Youth Night | Tuesdays, 6:30 pm | Youth Ministry Room

RLC Group Meetings

Board for Spiritual Care | 1st Thursday, 6:00 pm | Board Room
Board of Directors | 3rd Wednesday | Board Room
Koinonia Small Group | 1st & 3rd Tuesdays, 6:00-9:00 pm | Lounge
Quilters | 2nd & 4th Thursdays, 10:00 am | Solarium
Quiram Small Group | 2nd Friday, 2:00 pm | Community Room
Smith Small Group | Sundays, 2:00 pm | Community Room

CDC

Administration Meetings | Tuesdays, 10:00 am & Thursdays, 10:30 am | Board Room
Chapel | Wednesdays, 9:30 am | Sanctuary

Community Events

Cozens NA | Thursdays, 7:15 pm | Fellowship Hall
NA Meeting | Wednesdays, 7:00 pm
RLC Food Distribution | Thursdays, 3:00-6:00 pm | Upper Parking Lot



GET YOUR THRIVENT DOLLARS THRIVENT MEMBERSHIP NOT REQUIRED



Questions about Thrivent? Contact our Thrivent Advocate
Jennifer Riegel at jennifer.riegel@verizon.net



Thrivent

Did you know you can help Redeemer receive up to \$500 per year—at no cost to you! Thrivent Financial gives back to churches through Action Team Grants, offering two \$250 grants annually to all Thrivent members.

An Associate Membership (\$19.95/year) makes you eligible for a \$250 grant—a fantastic return on investment! To apply or learn more, contact Jenny Riegel at jennifer.riegel@verizon.net. Your support makes a difference!

FINANCIALS

Offering : as of February 2026

YTD \$571,973.76

PRAYER LIST

Those with Cancer:

Kathy Groves (Friend of Robin Balsamo), Jackie Murphy (Friend of Kate Kersten), Linda Lynch, Debbie Parker, Chuck Sickels (Brother-in-law of the Balsamo's).

General Prayers:

Lord, in Your mercy, hear our prayers for:

- Our RLC Family, as we seek to grow as followers of Jesus
- Redeemer's Child Development Center & our CDC families
- Our efforts to build a Community-Based Church
- Our national & global leaders as they strive for peace throughout the world
- Our missionaries (the Cimas and the Wolfs)
- Our seminarian (Tucker Wright & family)
- Our friends and family: Chris Bickes, Michael Jones, Evelyn Barton (Friend of Andriea Ukrop), LaRay Mason, Bob Lenhart

STAFF CONTACTS

Rev. Dr. Matthew D. Bean; Senior Pastor
-Mbean@redeemerric.org

Rev. Rich Finck; Assistant to the Pastor
-Rfinck@redeemerric.org

Becky Bean; Director of Community Engagement -Bbean@redeemerric.org

Lindsey Douglas; Children's Ministry Coordinator -Ldouglas@redeemerric.org

Vonya Burgis; Director of Operations
-Vburgis@redeemerric.org

Caycee Hunter; School / CDC Director
-Chunter@redeemerric.org

Maximilian Jeremenko; Operations Assistant -MJeremenko@redeemerric.org

Jasmine Lopez; Bookkeeper
-Jlopez@redeemerric.org

Kristen Jung; Human Resource Coordinator -Kjung@redeemerric.org

Emma Reid; Administrative Assistant
Ereid@redeemerric.org

MINISTRY CONTACTS

Board of Directors,
board@redeemerric.org

Jennifer Riegel, Thrivent Advocate
-Jennifer.Riegel@verizon.net

REDEEMER FINANCIAL POSITION SNAP SHOT (SEPTEMBER THROUGH MARCH)

| Ministry | | | | |
|-----------------|------------------|---------------------|-----------------|-------------------|
| | <u>Offerings</u> | <u>Total Income</u> | <u>Expenses</u> | <u>Net Income</u> |
| Actual | \$571,973.76 | \$756,388.19 | \$773,987.60 | -\$17,599.41 |
| Budget | \$592,078.00 | \$772,078.00 | \$791,319.00 | -\$19,241.00 |
| Variance | -\$20,104.24 | -\$15,689.81 | -\$17,331.40 | |

| School | | | | |
|-----------------|-----------------|-----------------|-------------------|--|
| | <u>Tuitions</u> | <u>Expenses</u> | <u>Net Income</u> | |
| Actual | \$1,537,902.35 | \$1,461,550.43 | \$76,351.92 | |
| Budget | \$1,461,117.00 | \$1,465,230.00 | -\$4,113.00 | |
| Variance | \$76,785.35 | -\$3,679.57 | | |

| Total Actuals vs. Budget | | | | |
|--------------------------|---------------|-----------------|-------------------|--|
| | <u>Income</u> | <u>Expenses</u> | <u>Net Income</u> | |
| Actual | ✘ | ✘ | ✘ | |
| Budget | ✘ | ✘ | ✘ | |
| Variance | ✘ | ✘ | | |

| Commentary: | | | | |
|--------------------------------------------------------------------------------------------------------|--|--|--|--|
| Actual tithes and offerings are significantly behind budget | | | | |
| Total ministry income includes the CDC Facility Fee, facility rentals, and other miscellaneous income. | | | | |
| Total ministry expenses are better than budgeted expenditures, largely due to staff vacancies. | | | | |
| School enrollment and tuitions remain stronger than budget, while actual expenses are behind budget. | | | | |