

Reconciling in Christ (RIC) Charter

3/31/2020

- **Vision:** Bethel is an actively welcoming church, serving a diverse and inclusive greater Madison population.
- **Goal:** Bethel will attain Reconciling in Christ (RIC) status with the ELCA as a welcoming congregation to individuals of diverse sexual orientations and expressions.
 - *Strategic Goal 2.3.1 2020 Initiative – Reconciling in Christ; Bethel Strategic Plan 2020-2025*
 - Bethel will reflect the demographic attributes of the greater Madison area by 2025.
 - *Strategic Goal 2.3 Diversity and Inclusiveness; Bethel Strategic Plan 2020-2025*
 - “Called by God in our journey of faith to carry out Jesus’ ministry of inclusivity, the Bethel congregation begins a series of educational and programmatic opportunities so that we become a Reconciling in Christ (RIC) congregation. An RIC congregation articulates – intentionally, specifically and publicly – full embrace of persons of all sexual orientation, gender identities and gender expressions.”
 - *Bethel Joint Council (June 6, 2019)*
- **Guiding Principle:** For Bethel to become a truly welcoming church under the philosophy of “Reconciling in Christ,” it must move beyond being passively open to diversity and must actively seek to welcome full participation by people from diverse backgrounds and orientations.
 - *Bethel Strategic Plan 2020-2025*
- **Roles and Responsibilities:**
 - Lead Pastor
 - Spiritual guidance for the RIC journey
 - Joint Council
 - Establishment of RIC vision and goal
 - Oversight / approval of RIC initiative and budget
 - Approval and submission of RIC membership request to ReconcilingEWorks and SCSW Synod
 - RIC Launch Team
 - Launch of RIC initiative and recruitment of RIC Steering Committee members
 - RIC Steering Committee
 - Implementation / achievement of RIC goal through the aid and guidance of the ReconcilingWorks Toolkit, and in partnership will all roles listed here
 - Bethel Congregational Members
 - Participation in RIC educational related activities.
 - ReconcilingWorks
 - Granting of RIC status to Bethel
 - SCSW Synod
 - Recognition of Bethel’s RIC status
- **Reference:** Building an Inclusive Church, A Welcoming Toolkit 3.0 (ReconcilingWorks)