When was the RIC program started and why?

Since 1983, the Reconciling in Christ (RIC) Program has been a public way for faith communities to see, name, celebrate, and advocate for people of all sexual orientations, gender identities, and gender expressions in the Lutheran church. The RIC Program is made up of congregations, synods, colleges, seminaries, outdoor ministries, and other Lutheran organizations. Every ministry setting begins this journey from their own unique context and ReconcilingWorks is here to help you create an authentic welcome journey that is customized to your community.

The purpose of the RIC Program is to ensure the welcome, inclusion, celebration, and advocacy for people of all sexual orientations, gender identities, and gender expressions; work for racial equity and commit to anti-racist work and support the national program.
What is a “welcome statement”?

A community’s welcome statement is a public document created to specifically welcome “lesbian, gay, bisexual, transgender, queer, intersex, and asexual/aromantic” (LGBTQIA+) people or “people of all sexual orientations, gender identities and gender expressions” and a “commitment to racial equity” or “anti-racism.” ReconcilingWorks encourages creativity in this statement so it reflects the diversity and intersectionality of your faith community’s ministry.

What happens when a community becomes RIC?

1. Communities are listed on the national public website found at www.ReconcilingWorks.org/FindRIC
2. Through a public partnership with Reconcilingworks, your community will continue to set milestones to deepen and expand your welcome
3. RIC partners have access to additional resources tailored to support their ministry

What tools should I use to get started?

ReconcilingWorks.org/Trainings
ReconcilingWorks.org/RIC

What is the relationship between ReconcilingWorks, the ELCA, and the ELCIC?

ReconcilingWorks is an independently organized 501(c)(3) organization. The Evangelical Lutheran Church in America (ELCA) and the Evangelical Lutheran Church in Canada (ELCIC) formally recognize ReconcilingWorks as an “Independent Lutheran Organization,” affirming our collaborative work in reaching out to lesbian, gay, bisexual, transgender, queer, intersex, and asexual/aromantic people. We advocate for change within institutional churches to ensure that all rites, sacraments, and ministries of the Church are open to all.