FY2027 MAP

1.5 Major Target Areas (TAs) for Achieving the Congregation's Vision: Major target areas will be established by the Board through a process of surveying members and groups in the Congregation for their ideas. Target areas will be directed at accomplishing the congregation's current vision: Our Savior Lutheran Church will be known as a welcoming, diverse, united, multi-generational community of faithful disciples, filled and overflowing with God's love in Jesus Christ, sharing the joy and message of the Gospel where we live, work, learn, play, and worship. The major target areas are:

- 1.5.1 **New Senior Pastor Preparation and Transition**: Continue progress in identifying and addressing policy, procedure, and facility gaps to enable the successful transition to a new Senior Pastor. Develop a 1st year integration plan and establish a leadership alignment team in conjunction with Call service to ensure shared vision and communication. Develop a congregational assessment within 6 months of installation to ensure the needs of pastor, staff and ministry leaders and congregants are being met. Assist/Support Pastor Flahn as he plans for his transition to Liberia
- 1.5.2 **Stewardship**: Begin a three-year Capital Fundraising Campaign to raise $400,000 to meet immediate and long-term needs of our aging facility, pay down some of our mortgage and
- support the Southeastern District's Immeasurably More Fund. Teach and encourage members to use their gifts of time, talent, and treasure within and outside the church walls with deliberate stewardship program in Fall 2026.
- 1.5.3 **Witness, Outreach and Communications**: Provide at least one additional local mission/servant opportunity for congregational participation. Re-establish the tutoring program in Fall 2026 and stand up one or more teams in FY 27 to explore additional ways to support community needs such as support for Oaklands Elementary School, the Multi-Service Center (homeless programs), our Open Arms Center families, our youth and seniors. Continue to develop expanded modes of communication within and outside the congregation including bilingual material. Support Pastor Flahn in developing a long-term plan for Gbueglay Lutheran School with SED and LCMS Board of Mission.
- 1.5.4 **Community Building**: Host two or more congregational and Open Arms social events outside of the church campus to foster relationships among members and families. Examples include picnic at local park; attendance at Chesapeake Baysox game. Sell OSLC branded apparel. Add three more small groups in FY27 and identify three to five deliberate measures to evaluate success of small groups. Continue Wed dinners during Advent and Lent and seek to expand Wed night dinners and activities throughout the school year including adult Bible Study and childcare/children's programming. (Volunteer Dependent).
- 1.5.5 **Children's, Youth and Open Arms' Ministries**: Provide paid and/or volunteer childcare starting in FY 27 from 9:30 to 12:30 on Sundays and other times allowing parents to attend Worship, Sunday School and other on-site Bible Studies and activities.
  Increase children's Sunday School Attendance by 10 children and add three Sunday School Teachers.
- 1.5.6 **Prayer**: Re-establish and promote Sunday morning prayer-partners and online prayer chain. Host one Extended Prayer Vigil.

Approved 6/1/26